

Diversity Council  
November 16, 2009  
Minutes

Present: E. Abercrombie, D. Acosta, J. Bryan, S. Butler, R. Cushing, H. Ghebre-Ab, T. Guerin, G. Hand, J. Heisey, H. Kegler, M. Livingston, T. Lolli, B. Marshall, M. McCrate, D. Meem, D. Merchant, C. Miller, E. Owens, N. Pinto, K. Robbins, P. Shannon-Baker, K. Simonson, A. Vamadeva, G. Wharton, W. White

M. Livingston reported that L. Bilonis was out of town today and asked him to chair the meeting in his absence.

M. Livingston shared updates on the creation of the diversity plan. There have been many activities occurring that will affect the future work of the diversity initiative, one of which is the new president and his plans for diversity. There are several documents he will be sharing with the President seeking his guidance/approval.

Meetings with President Williams

M. Livingston will have his first individual meeting with G. Williams on 11/19 and on his agenda are two diversity related items. On 11/23, M. Livingston and L. Bilonis have a meeting devoted solely to the diversity initiative where they will share with him the history and work of the Diversity Council. On 12/14, President Williams will join the Diversity Council meeting to share his plans for diversity. This will be an opportunity for Council members to share their thoughts about diversity.

Diversity Statement

M. Livingston distributed copies of a draft statement that he and L. Bilonis have created by reviewing other statements and reworking it to make it applicable to UC. He reminded all that the Diversity Task Force created a Definition of Diversity in 2007. The statement is designed to be more inclusive to the broader area of diversity giving more depth, texture and philosophy on what the institution aspires to in its commitment. He asked all to review keeping in mind it gives one the ability to talk to others about diversity. **Feedback is requested by Friday, November 20th and a copy will be sent electronically.**

Integration of Diversity & Inclusion Strategic Initiatives into the University Planning Process

M. Livingston distributed copies of the updated proposal which reflects changes from the Faculty Senate Human Relations Committee and Cabinet. He will share this document with the president and Cabinet later this week seeking their final endorsement that will require all units to incorporate diversity objectives into their annual planning process. VPs will submit their objectives to M. Livingston who will compile the information to share with the Council, ultimately making recommendations to the

President. M. Livingston is scheduled to take the proposal to Faculty Senate for a final resolution in December.

#### Diversity Initiative Timeline

M. Livingston distributed the document which was prepared to give the president a broad overview of the Council's work beginning with UC|21 and the Diversity Task Force. President Williams has requested VPs to submit their objectives to him by 12/1 using the same UC|21 planning process for this year. Highlighted are the main accomplishments of the Council including implementation of 60% of the 52 recommendations from the Diversity Task Force.

#### Diversity Plan Task Force

M. Livingston reported the first meeting of this group was held last week and they were charged to develop the plan by the end of the academic year. J. Bryan and B. Rinto were asked to co-chair the group; their final decision to accept is forthcoming. M. Livingston shared plans on taking some members of this group to a national conference that would give direction on how to create a plan. Various conference options are being explored at this time including the possibility of co-hosting a conference with Dr. MacArthur Stewart from OSU. M. Livingston referenced S. Butler's comments from an earlier meeting regarding the difficulty to accomplish work in large groups; this is a personal challenge to continue the momentum already in progress.

#### Community Collaboration Subcommittee Update

E. Owens reported on the work of this subcommittee noting their focus on three areas. 1) The return of the campus tours program will focus on community based leaders utilizing alumni. The tours will include a lunch or reception with the senior leadership of UC. The intent is to build a cadre of support to increase over time which will provide a natural built in group of UC supporters. They plan to begin the tours in early spring. (form attached) 2) Utilize the alumni infrastructure to recruit students to UC. First, they will hold focus groups with current students to determine the current perception on campus and then use this information for the alumni support group. Both J. Heisey and C. Miller expressed their willingness to assist with the tours. W. White would like to be included with the survey information. H. Kegler asked that non-traditional students be included in the survey/focus groups. 3) Understanding the state requirements and the ability to expand the minority suppliers based on the rules to operate within the state requirements, UC will set up its own separate standard to increase the base of minority and women businesses. E. Owens applauded T. Guerin and C. Smith's efforts to date, but putting some internal benchmarks will have a positive effect on the list of minority suppliers. M. Livingston concurred with the importance of this area noting that in many of the plans he has reviewed this is always an area of concern as it affects the image of the institution.

#### Diversity Publications

M. Livingston again noted the positive feedback that continues to come in about the UC Magazine. He has been invited by P&G to discuss implications this has for them and asked G. Hand and D. Rieselman to join him for this conversation. Additionally, his

counterpart at Miami University has expressed some interest in creating a comparable document. He also noted several of the boards he serves on (Fine Arts, Fifth Third and Bridges) are using the publication as a model.

He distributed copies of a publication, *Cincinnati: A City of Immigrants* that was created by the Hispanic Chamber of Commerce president, Alfonso Cornejo, and supported through his efforts on the boards of Bridges, the Freedom Center and 5/3. UC is also a sponsor. The publication is an attempt to tell the story about diversity in Cincinnati and is geared toward junior high school students featuring six major immigrant groups that came to Cincinnati and continue to contribute to its success today. The Freedom Center will use it as an online educational tool and CET will include it in their educational programming.

#### Diversity Conference

B. Marshall reported the conference is set for April 14, 2010 and the theme is diversity and inclusion focusing on seven different areas. Attached is a call for proposals. She expressed her hopes that more Council members will be involved and in attendance. They plan to use the conference to raise levels of awareness of the Council's work. N. Pinto suggested using recipients of the incentive awards to report on their best practices as a result of the awards. For additional information or suggestions, contact B. Marshall or S. Downing.

#### Web Based Mechanism for Communications About Diversity

B. Marshall distributed an outline on building an infrastructure for a web tool which will allow a "button" to be added to the home web page for diversity. The first need is to have content or a "splash" page which will consist of a collection of links to various pages related to diversity such as Equal Opportunity, International Services, Ethnic Programs & Services, etc. It could also include community organizations that partner with UC. Each of these pages would then have a link back to this "splash" page. She is seeking input on what type of information should be on this page. There would also be a link to the diversity web page which is currently outdated. It has been difficult to update this page on a regular basis, but now that the university has a new content management system, it will be much easier to update on a regular basis.

M. Livingston closed the meeting noting he would be moderating the Fifth Third Diversity Leadership Symposium at the Millennium Hotel on 11/18, 7:30 am. All were invited to attend.

Minutes approved by M. Livingston.

#### Future Meetings

Monday, December 14, 1:30

Monday, January 11, 1:30

Monday, February 15, 1:30

Thursday, March 18, 1:30

Monday, April 26, 1:30

Thursday, May 27, 10:00  
Monday, June 28, 1:30  
Thursday, July 29, 10:00

Distributed: 11/20/09