

Diversity Council
April 9, 2014
Minutes

Present: C. Beer, C. Cooper, B. Elliott, C. Goode, T. Guerin, W. Harris, M. Hughes, B. Marshall, R. Martin, R. Mehta, D. Merchant, L. Newman, D. Reed-Francois, M. Schreiner, C. Short-Thompson, K. Simonson, L. Smith, C. Witherspoon, R. Zierolf

Guests: Tia Garcia, Clyde Gray, Bryan Scheck, Cheryl Smith

CatCar

C. Beer and B. Scheck presented on their proposal, CatCar. (S. Whitestone was unable to attend.) They were pleased to receive one of the Diversity Incentive Grants for this initiative. They gave an overview of the creation of the idea and their plans to work with the Disability Services Office to fully develop the proposal for future implementation. They envision this cart being available to students, faculty, staff and visitors with both permanent and temporary disabilities. There will be an application process for requests that requires medical documentation. Once the plan is developed, additional information will be shared.

Supplier Diversity

C. Smith presented on UC's supplier diversity initiative and how it has evolved over the years. Several years ago, their office held focus groups with community members and vendors -- feedback was neutral to negative. As a result, they did more outreach with their vendors, conducted training with the UC buyers and MWBE vendors. Supplier diversity is not just contained in their office (Purchasing) but it is to be a component in every UC office as they consider business with external vendors. Data from the individual units is not tracked but is something that should be done. Many vendors do not understand the process or what it takes to do business with UC (not having the capacity). They work with the vendors as part of their education process so they fully understand the demand and do not commit to something they cannot fulfill. B. Marshall recognized the work they have done to improve relationships with the MWBE vendors.

CDO Report

B. Marshall introduced T. Garcia, a student intern in her office. She also introduced C. Gray with Blackboard Marketing who will be assisting with D&I marketing/publications efforts.

In recognition of Women's History Month, we partnered with The Women's Book for an event that featured past profilees sharing their stories and tips for success with young professionals and students.

Dhani Jones was a motivational speaker to a group of students about his purpose and passion, and how to be persistent in the pursuit of their goals, expanding horizons and encouraging them to go beyond their comfort zones.

The Faculty D&I Research Grant process is open for submittals; deadline is May 1. Up to three grants will be awarded at a maximum of \$8,000 each. The charge is for research on assessment and barriers.

The Diversity Incentive Grants have been awarded and the announcement is on the diversity web site. Twelve grants were awarded totaling \$72,000.

Discussions are in progress about infusing D&I into the curriculum to align with general education and core outcomes. Additionally, CET&L will work with faculty members to incorporate diversity in their teaching modules and activities.

The Chief Diversity Office, HR and the Center for Organizational Leadership are exploring the development of training modules for students, faculty and staff who want D&I leadership training.

P&G, in conjunction with DAAP, will offer a Summer Camp for high school students with the intent to transition to UC.

May is Asian American & Pacific Islander Heritage Month. A reception is being planned with W. Yip to celebrate this occasion.

L. Newman reported the Diversity Conference was a success and thanked Conference Scheduling for their work and thanked B. Marshall for her financial commitment to allow complimentary registration for the entire UC community.

B. Marshall distributed a draft of the Climate Assessment Survey and asked for feedback by 4/10, noon. There will be two separate surveys; one for students and one for employees. The survey is being facilitated by an outside company and will be an anonymous survey; no raw data will be given to UC.

Minutes approved by B. Marshall and C. Short-Thompson.

2013-14 Meeting Schedule – 8:30 AM

May 7, 320 University Pavilion

June 4, 320 University Pavilion