

Diversity Council
April 9, 2008
Minutes

Present: E. Abercrombie, D. Acosta, E. Akpinar, C. Berryman-Fink, L. Bilonis, S. Downing, K. Faaborg, J. Heisey, A. Ingber, H. Kegler, M. Leventhal, M. Livingston, R. Martin, M. McCrate, D. Meem, D. Merchant, E. Owens, B. Rinto, K. Robbins, K. Simonson, M. Stagaman, G. Wharton

Absent: G. Dent, M. Hall, G. Hand, A. Leonard, B. Marshall, C. Miller, L. Mortimer, N. Pinto, J. Radley, M. Spencer

Diversity Council Chair Report

C. Berryman-Fink reported she presented a diversity update to the Board of Trustees on 3/18/08. Only one question was raised by a board member regarding assessment and accountability – How will diversity be built into the goals of the university and into people's jobs? She reported that this was so important to the Council that there is a separate subcommittee to address this area.

She has also presented at some workshops in the community and this interaction brought to her attention the efforts of other institutions and companies. UC is far ahead compared to others, especially in terms of tenure, disability, LGBTQ support, etc. UC is a leader in many ways; there is still much work to be done, but UC is at the forefront.

She continues to be delighted with the momentum on campus and called attention to the efforts of Clermont College holding a Student Conference on Diversity and Social Justice to provide an opportunity for UC Clermont undergrad students to present their work on issues related to diversity and social justice in the form of roundtable discussions. In mid-May, she and M. Livingston will present to the Alumni Affairs Executive Committee.

Chief Diversity Officer Report

M. Livingston reported he has accepted many invitations to speak on diversity on campus and in the larger community and has discovered colleagues are looking to the university as a comparison. He and C. Berryman-Fink offered to team up with any interested parties to make the diversity presentation.

The diversity budget has been presented to the President's Budget Advisory Committee and he does not foresee a problem with it being approved.

N. Pinto asked M. Livingston to relay comments about the status of the Incentive Program in his absence. Joining him on the task force to work out the details will be D. Acosta, H. Kegler, and M. Livingston. **If anyone has suggestions on this initiative, please forward them to N. Pinto.** There will be a full discussion on this item at the May meeting.

OSU will be holding its 14th Annual National Conference on Diversity, Race & Learning on May 6th. All are welcome to attend. He suggested it would be a good opportunity for those planning the UC conference next year to gain some insight into developing our conference. Details on the conference can be accessed at the following link: http://oma.osu.edu/spprogs/ncdrl_2008/ncdrl.htm.

The survey on diversity initiatives conducted in December yielded 500+ initiatives. In subsequent conversations, it was determined a second round is needed to clean up the information. B. Marshall will be contacting colleges/units to provide them an opportunity to critique initial submittals to obtain a better understanding of current practices.

M. Livingston reported a conversation with the leadership team resulted in a listing of minimal diversity thresholds. If diversity is to be ubiquitous, how can it happen? There should be some understanding of threshold at all levels. The intent of the list was to attempt to bring perspective/guidelines as defined in the literature, but it is not limited to those alone. It defines what minimal standards could look like and is not separate from unit planning; it should be integral in the general planning process. The threshold list was distributed. He shared this with the President's Cabinet and asked for feedback on the following: 1) Is this a good concept? 2) Additions to the list or delete any items. The Cabinet was uniformly positive. He was informed the AOC held a discussion on this item and there were mixed comments. The deans are firmly committed to the diversity concept but want it embedded in planning rather than a separate set of activities. He will be discussing this matter further with T. Perzigian. A. Welsh conducted a survey of Faculty Senate and received a 65% response rate (the largest response rate ever received). M. Livingston reviewed the results which were very positive. A. Ingber recommended conducting the survey again in an attempt to capture the 35% who did not respond initially to determine if the results would change. All agreed this is a good idea.

M. Livingston asked if anyone was familiar with a publication/company, Diversity Inc. and if it is something the university should use as a resource. They have services that would allow us to be compared to other institutions. **Comments should be sent directly to M. Livingston.**

Honors Program

R. Mehta was a guest and shared the improvements made to the Honors Program where honor students are being encouraged to participate in experiential learning projects in addition to their studies. He is seeking input to identify best practices for students to participate in such as diversity activities. A. Ingber encouraged R. Mehta to provide the appropriate training for these students prior to their participation in these activities. M. Livingston asked R. Mehta to provide guidelines of how he envisions this experience in order for Council members to identify the appropriate activities. This material was sent on 4/11/08. **Feedback should be sent to R. Mehta.**

Budget

C. Berryman-Fink reported the sub-committees submitted their budget recommendations for the first year of the five year plan. The Leadership Team developed the following set of criteria in selecting the recommendations to submit for funding: 1) what program would provide the greatest impact for dollars spent, 2) allocate money where there is no current money, 3) race and ethnicity would be the priority for the first year, and 4) support for the incentive program. The budget summary was distributed showing recommendations submitted for approval. Most of the funds will go to the recruitment and retention of faculty, staff and students.

Sub-committee Reports

K. Faaborg expressed her appreciation for the support and reported her sub-committee's number one recommendation was to provide funds to the Provost for the purpose of recruiting and retaining diverse faculty. A format will be developed for the college's use in requesting these funds. She shared examples of how the sub-committee foresees the use of the funds. R. Mehta participated on the sub-committee and was a strong supporter for this particular initiative. C. Miller's sub-committee recommendations will be dispersed in the following manner: 1) \$15,000 for Graduate School's recruitment weekend, 2) \$10,000 undergraduate recruitment initiatives, and 3) \$25,000 for undergraduate retention initiative to extend the E3 concept to A&S.

G. Wharton inquired if \$30,000 of the \$150,000 designated for faculty recruitment and retention could be used for staff. K. Faaborg would like to give consideration for staff in the academic units since they deal with students on the front line. However, G. Wharton noted staff in administrative units are underrepresented and there is a need there as well.

S. Downing reported there were many significant recommendations as a result of the Campus Life & Climate Sub-committee's work. However, the recommendation to receive funding is elevating the RAPP program. RAPP provides an opportunity for students and faculty to come together and discuss the various issues they don't normally deal with every day. When RAPP was a fully funded program, students who completed the first year moved onto another level of the program where they essentially became ambassadors in the community. Due to budget cuts, this no longer exists. The funds allocated now will reinstate this portion of the program and will be expanded to allow more students to participate and increase staff support. The sub-committee also discussed adding curriculum to the program so students can earn credit hours.

E. Owens reported the Community Collaboration Sub-committee requested a small amount of funding (\$6,000) as they felt it important to show some wins first to justify a larger funding request in the five year plan. He did note the Campus Visit Program will assist with faculty recruitment and retention as it will give people a sense of community.

M. Livingston noted additional funds are likely to be forthcoming in the form of donations from parties interested in the university's diversity initiative. Protocols for distributing these funds are yet to be determined.

Report from AOC Meeting

K. Faaborg reported at last week's AOC meeting, the diversity threshold item was discussed. The document created some confusion as its intent was not clear. There was a request for more information about the thresholds. M. Livingston stated he went into detail at the President's Cabinet meeting about the document and requested feedback from this group. Evidently, the translation was not conveyed at the AOC meeting. The deans support diversity and the thresholds become an integral part of the university; the deans don't like the idea of setting minimum standards. Although this is not the intent, there is a fear that units will feel all they have to do is the minimum threshold and not go any further. Diversity should be embedded in all aspects of the university. There was little support for a diversity coordinator within the colleges. L. Billionis reported the conversation was very positive and there was a solid commitment to diversity at large. The goal is anchoring diversity in all day-to-day activities. The threshold initiatives need to be reframed in order not to lose the intent.

M. Livingston stated all Council members are ambassadors for diversity and it is their responsibility when talking to colleagues to step up and convey the diversity message if they are not knowledgeable or have a narrow view of the diversity initiative. At the beginning of the Council's work, we sought to develop a common understanding to tell the diversity story. E. Owens suggested when the annual report is developed, it will help provide language and a structure for conveying the diversity message.

360 Agenda

M. Stagaman reported on her work in the Cincinnati community to develop the 360 Agenda. She is chairing a team focused on equity and inclusion to create a more livable community. The goal of the team is to transform the region for Cincinnati to be a model of openness and inclusion and UC needs to be a partner. She stated Cincinnati is not a city that is open to dialogue on issues of importance and gave an example of the four Hispanic men that were shot in Sharonville. Instead of focusing on the crime that was committed, the community focused on the fact they were illegal immigrants. K. Faaborg felt the university should have used this as an opportunity to have a discussion about the issue. When issues arise in the community, the UC community never holds a forum to come together and discuss. UC should become a place for the community (internal and external) to come together for dialogue. Some Council members indicated after the meeting that many different dialogue groups discuss these kinds of incidents and there is a need to do a better job of informing our colleagues about them.

E. Abercrombie challenged all Council members to make a commitment to attend a diversity program prior to the end of the quarter. He acknowledged the work of B. Marshall and G. Hand for listing multiple diversity events on the diversity web page. These programs present many opportunities for UC faculty, staff and students to come together. Students especially like to see administrators attend these events.

May Agenda

The Communication Update will be held over to the next meeting. On the agenda for the May meeting will be a discussion on the Diversity Conference being planned for

next year; goals and the format need to be determined and feedback will be solicited from the Council. The incentive program will be on the agenda as well. Details need to be worked out to allow implementation for next year. The leadership team decided it was too late in the current year to implement a quality program and felt it best to do a thorough job in creating the details/outline rather than rushing into it for the current academic year.

Announcements

C. Berryman-Fink reported there is a webinar, "Driving Diversity to the Core of the Academy" on April 16. Information is forthcoming and she encouraged participation.

S. Downing announced Worldfest will kick off on 4/25 with Ushindi.

B. Rinto announced Visibility Week is next week.

E. Apkinar reported Graduate and Family Housing is closing 8/31/08 and asked for everyone's support as the students and administrators work to identify a solution. M. Livingston reported he is working on this matter given the charge from the President and is hopeful a positive resolution will be reached.

As it relates to issues of the Hispanic community, M. Livingston reported there was a media forum hosted by Fifth Third Bank and Bridges for a Just Community (M. Livingston is chair of the Bridges Board) several months ago. It provided an opportunity for dialogue in the community and a training session for the media on issues with Hispanics. Additionally, Bridges also coordinates dialogue groups in the homes of diverse community members. Bridges is a leader in the community when addressing issues of injustice. (see attachment)

E. Abercrombie acknowledged the passing of former RWC dean, Delores Straker. A memorial service will be held at RWC on 4/10 at 1:30.

M. Livingston concluded the meeting stating it was a very exciting conversation where much was learned about one another as well as programs and activities. This openness and sharing should continue as the Council moves forward so everyone can continue learning about activities on campus and in the community.

Minutes approved by C. Berryman-Fink and M. Livingston.

NEXT MEETINGS

May 22, 2008, 10:00 AM

June 25, 2008, 10:00 AM

Distributed: 4/16/08



***BRIDGES Progress Report on Human Relations in Greater Cincinnati
PR/Public Rollout Plan*** ***FINAL DRAFT 4-10-08***

GLOBAL VIEW

Striving Together: Student Progress on the Roadmap to Success – released March 20
Cincinnati in Black & White, published by Better Together Cincinnati – to be released in
early May

BRIDGES Progress Report – to be released week of May 19 (tentatively)

- **BRIDGES, Strive and BTC** coordinating messaging
- **Agenda 360 & Vision 2015** – Use these existing networks/community initiatives
focused on inclusion

ROLLOUT STRATEGIES

CINCINNATI ENQUIRER Initiative – Working with the Enquirer to develop a special
Sunday Forum section that illuminates diverse points of view from personal perspectives,
which provides the opportunity to develop multiple stories and reach a wider audience.

AM NEWS CONFERENCE (TBD) – announce survey results

YP Event – Partner with the Mayor’s Young Professionals Kitchen Cabinet, Legacy in
No. Kentucky and other YP groups to host an event (more social in nature) to release the
data, discuss their relationships to the data and get their reaction. May also include
corporate community.

Objective: Capitalize on the well-known mantra that inclusive communities retain young
talent, the event will help get the information to the community in a more relevant and
poignant way.

Goal: Engage the community in specific conversations that ideally will encourage groups
to take ideas back and implement them.

Larger Rollout Strategies:

- Policy-makers, Community leaders
- Suburban public officials
- Police
- Advocacy & interest groups covered in the survey – reach out to representative
organizations/groups being surveyed

*Planning Team: Linnea Lose, Carol Aquino, Neil Comber, Jeanette Altenau, Susan Howarth,
Kara Clark, Chip Harrod, Gary Wright, Anna Hehman and Tamie Sullivan*



...Creating More Livable Communities for All

Cincinnati in Black & White 2007

Published by Better Together Cincinnati

Cincinnati in Black & White 2007 documents differences and disparities between Black and White populations in the City of Cincinnati.

Since 2001, a group of committed community leaders, foundations and companies have been working to improve race relations and address racial inequity by addressing both the symptoms and the causes of disparities. Through the efforts of Cincinnati CAN (2001-2003) and Better Together Cincinnati (2003-present) programs have been launched that are beginning to show promise. Success by 6, the Community Police Partnering Center, Cincinnati Initiative to Reduce Violence (CIRV), Minority Business Accelerator Program, and Cincinnati Arts & Technology Center are a few of the most promising efforts.

With the publication of its first report in 2006, BTC made a commitment to produce a "report card" that would assess racial disparity on a regular basis. *Cincinnati in Black and White 2007* provides a baseline "report card" on racial disparities in three key areas: education, economics and criminal justice. This report shows that despite seven years of multiple sustained efforts to reduce disparities, the circumstances have not changed for African Americans in our community.

This report is part of an ongoing system of measurement so that we can regularly assess results, focus resources and attention where needed, and track progress in reducing disparities and closing gaps. Research was conducted by the University of Cincinnati's Institute for Policy Research.

Cincinnati in Black & White 2007 will be released in early May.

BRIDGES' Progress Report on Human Relations in Greater Cincinnati

Published by BRIDGES for a Just Community

The *BRIDGES' Progress Report on Human Relations* is the second measurement of progress towards inclusion, closeness and fair treatment among eight different cultural groups living in the Greater Cincinnati region.

BRIDGES for a Just Community brings people together to achieve inclusion, equity and justice for all. As the region's leading human relations organization, BRIDGES' vision is to create a respectful, equitable and welcoming community for all citizens through education, advocacy and dialogue. Formerly the National Conference for Community and Justice (NCCJ) of Greater Cincinnati, BRIDGES for a Just Community has served the region since 1944.

The *BRIDGES' Progress Report on Human Relations in Greater Cincinnati* will build on BRIDGES' 2006 groundbreaking human relations survey, which demonstrated notable gaps between various groups' perceptions of progress and fair treatment of their own and other groups. Groups surveyed in the initial report include whites, African-Americans, Hispanics, Jews, Muslims, and gays and lesbians. In addition to these groups, Asian-Americans and women are surveyed in the 2008 report. The BRIDGES "report card" on human relations covers eight counties in southwest Ohio and Northern Kentucky.

BRIDGES' Progress Report on Human Relations in Greater Cincinnati will be released in late May.