

Diversity Council  
October 11, 2010  
Minutes

Present: K. Beck, S. Butler, C. Collins, R. Cushing, T. Guerin, G. Hand, V. Hardcastle, H. Kegler, T. Kershaw, R. Lee, M. Livingston, B. Marshall, R. Martin, D. Meem, D. Merchant, N. Pinto, J. Ricks, B. Rinto, K. Robbins, M. Rooney, K. Simonson, D. Smith, A. Vamadeva, C. Veraldo

Chair/CDO Report

M. Livingston opened the meeting in L. Bilonis' absence welcoming M. Bossman sitting in for A. Vamadeva for the next two meetings and L. Newman who joined the meeting to discuss the Diversity Conference.

M. Livingston reported on the following items on behalf of L. Bilonis stemming from their Steering Committee meeting that reviewed the discussion at the previous Diversity Council meeting regarding the composition of the Council. **L. Bilonis will address each of these matters at the November 8<sup>th</sup> meeting.** Feedback can be sent to M. Livingston and/or L. Bilonis.

- The four categories that should be represented on the Council – representative, expertise, organizational, and ad hoc. Individuals may be added permanently or on an as needed basis when particular resources are in need. Additionally, the size of the Council will be a factor.
- There was consensus the term limit for Council members should be kept to three years, but this will vary for student members.
- The manner in which the Council functions, addresses issues and makes decision to move the university's diversity agenda along.
- The focus of the current subcommittees can be reviewed for a change in direction to provide the framework utilized going forward. There is no assumption about existing committees being permanent.
- Support for additional faculty representation. However, upon review of the membership roster, there are five faculty members. A determination will be made if this is adequate representation.

These items need to be addressed in order to move forward addressing the university's diversity work.

M. Livingston reported Provost Ono will join the November meeting and asked all to come prepared to talk about the work he does and most currently with the launch of the Academic Master Plan. M. Livingston reported in his meeting with him, S. Ono stated he wants to be close to the diversity agenda including significant involvement with the Council.

A question was raised about how it is determined who fits into the four categories. M. Livingston replied there are no criteria; these were identified as possible categories. Additionally, anyone who has expressed an interest to a Council member about the

Council, please forward those to M. Livingston who, in turn, will share with the steering committee.

#### UC2019 Accelerating our Transformation

M. Livingston passed out the President's publication noting there are many planning efforts taking place around the university along with the President's strategic plan including the Academic Master Plan, the Five Year Enrollment Plan and the Diversity Plan. It is critical that all four planning initiatives integrate diversity and be informed of each other's activities; they should not to be independent of one another. The President has concurred with this alignment. There has been no other time that diversity has been more central to the university than it is currently in the long range planning process. Success cannot be achieved without diversity as it is part of the university's structure. M. Livingston distributed the President's Report Card which is a tandem document expressing the university's values. The operating principles and goals are identified and will provide the framework for aligning the university through the organizational structure. Additionally, this is the first year of establishing diversity objectives at the unit level which will provide the first set of data identifying what is important in this area. This data will embed diversity in all aspects of the institution.

President Williams has offered to return to a Council meeting if needed; let M. Livingston know if this would be beneficial. The President's Cabinet will meet on 10/15 and Provost Ono will discuss strategic planning as it relates to the Academic Master Plan.

#### LGBTQ

D. Smith announced that today is National Coming Out Day and shared his support for that community. He was pleased with the support shown by UC for the tragedies occurring around the country as students have taken their lives due to harassing behavior. He thanked M. Livingston for his statement and B. Rinto for last week's program. He believes the Council should come together to have a university-wide effort to support different groups about these matters. M. Livingston noted that he discussed this with G. Williams and he thought it was best addressed by him in his role of CDO. He and G. Hand crafted the statement which was read at the program.

B. Rinto noted the Women's Center will hand over the new LGBTQ office with a new appointment to assume responsibility for this office. However, they will continue to work closely with them. The new person should start in a few weeks.

M. Livingston stated when we speak, it makes a profound statement versus being silent. Regardless of the challenges one takes on, the Council models the behavior that others should exhibit in the community; it makes an impact. He encouraged all Council members to accept this responsibility and seek opportunities to display this behavior.

D. Meem shared information about the Safe Zone training and encouraged training for the Council. It was agreed the new staff person for LGBTQ should be invited to a future

Diversity Council meeting. B. Rinto shared that LGBTQ currently has a small office space in SSLC and a larger space is being negotiated.

M. Bossman shared that the Faculty Senate Human Relations Committee is making recommendations about hiring more diverse faculty. She shared information about an English text being used that is related to the LGBTQ tragedies.

It was noted that another audience that should be addressed are the parents of students to raise their awareness and acceptance of this community.

J. Ricks noted it would be helpful to be able to identify one another on campus and to be used as a resource.

The Alumni Association has started a LGBTQ alum group.

#### Supplier Diversity

T. Guerin reported on the work of the consultant. This initiative began as a result of feedback from key stakeholders about their experience or others in attempts to secure contracts with UC. The consultant has completed interviews with several different groups including African American business owners, suppliers who had contracts with UC as well those who had contracts and then were taken away. They have learned there is a huge gap in perceptions between Purchasing and the stakeholders. T. Guerin noted that Purchasing benchmarks themselves against other universities, but these stakeholders compare UC to other companies such as P&G, Toyota and Cintas. They don't understand UC is not comparable to businesses. UC was labeled in "reluctant compliance" and is economically disadvantaged. Purchasing directs departments to go with one of the identified vendors instead of who they want; therefore, Purchasing gets a cool response. The process is still under review as they are not in a place where everyone is engaged. There are two different paths for consideration and a recommendation. UC is not seen as "diversity friendly"; they need to begin conversations about how to reverse this image. M. Livingston thanked T. Guerin for his attention to this matter. B. Rinto noted they want to include T. Guerin in a Diversity Plan Task Force meeting.

#### 2011 Diversity Conference

M. Livingston is in the process of succession planning for the leadership of the Conference with B. Marshall and S. Downing stepping down from their co-chair leadership roles after the 2011 Conference and identifying two other individuals to assume this responsibility. M. Livingston expressed appreciation for them providing leadership one more year and to L. Newman for accepting this responsibility for the 2012 Conference. L. Newman will begin some of the work this year focusing on greater marketing and outreach efforts for faculty involvement. B. Marshall asked all to hold the date of April 20, 2011 for the Conference. They are accepting proposals for presenters; deadline is December 31. The theme will be "Diversity and Inclusion – Accelerating Diversity in the Organization." L. Newman noted the inclusive nature of the Conference as it reaches a large number of staff participants as well sufficient students. However,

there is not enough faculty involvement and feedback she has received from this constituency is that the conference is not academically focused. Her department has agreed that the Conference can be their project to broaden the audience to involve more faculty. M. Livingston shared a conversation he had with Provost Ono and his desire to engage more faculty in the Conference.

#### Diversity Plan Task Force Update

T. Kershaw reported the Task Force has been gathering data and meeting with key stakeholders. They have identified 36 individuals for interviews and completed 19. He distributed a list of themes that have emerged from these sessions. A question was raised if groups other than African American will be targeted. T. Kershaw replied yes; this was just a theme that emerged from the stakeholder interviews. M. Livingston noted that the President began the diversity initiative focusing on African Americans the first year, but then instructed this be broadened to include other constituencies. They have met with IPR about getting additional data from faculty and staff via survey. Three major areas of data have been identified – perception of institution's diversity; perceptions of access, diversity and inclusion among all constituents; and centrality of diversity in planning documents. A draft of the plan is expected by December. More information will be available to share at the next meeting. R. Martin asked if it would be beneficial to survey the larger Cincinnati community. D. Merchant noted they are reaching out to alums for their perspectives, and the plan will include a strategy for closing the gap to continue obtaining feedback from key stakeholders.

#### Diversity Budget Update

M. Livingston reported the allocations have been made to the Provost Office and noted their success this past year in recruitment of a faculty member along with his spouse. G. Wharton has received an allocation for staff recruitment and retention, and C. Miller has received funds for students to assist in yield results. Funding has been secured for the LGBTQ position.

#### Announcements

B. Marshall called attention to the Ethnic Reception on 10/26, 4 PM at Mick & Mack Café.

Minutes approved by M. Livingston.

#### Future Meetings

November 8, 1:30  
December 13, 1:30  
January 10, 1:30  
February 14, 1:30  
March 14, 1:30  
April 11, 1:30  
May 16, 1:30  
June 20, 1:30

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