

Diversity Council  
June 25, 2008  
Minutes

Present: E. Abercrombie, D. Acosta, C. Berryman-Fink, L. Bilonis, G. Dent, S. Downing, K. Faaborg, H. Kegler, M. Livingston, B. Marshall, D. Meem, D. Merchant, C. Miller, E. Owens, N. Pinto, B. Rinto, R. Rosensweig, K. Simonson, G. Wharton

Absent: E. Akpinar, C. Collins, M. Hall, G. Hand, J. Heisey, A. Ingber, A. Leonard, M. Leventhal, R. Martin, M. McCrate, L. Mortimer, K. Robbins, M. Spencer, M. Stagaman

Chair Report

C. Berryman-Fink reported she and M. Livingston had met separately and together with a coalition of students advocating for additional resources for the LGBTQ community. This contingent submitted materials and a petition to the President requesting a full-time program coordinator and dedicated space. They currently have a part-time GA and space in the UC Women's Center. While grateful for these resources, they feel it is inadequate. They understand a request was made for these resources in the 2008-09 budget, but it was not approved. This request can be submitted for reconsideration next year. In the interim, possibilities for larger space are being explored now. M. Livingston has asked staff to explore space availability in SSLC. Council members requested updates on progress. D. Meem stated her desire to have access to the materials the students submitted and would like for this group to have an opportunity to educate the Council on their experience. This could even be a topic for the Diversity Conference.

The Leadership Team met with C. Miller and M. McCrate on the issue of documenting diversity as an educational benefit and the need to gather data. If challenged, this information needs to be documented. C. Miller and M. McCrate have been asked to submit recommendations to the team.

C. Berryman-Fink reported there were previous discussions about the operational procedures of the Council and clarification is needed on how to expand the agenda for people to bring issues before the Council. Some issues that have been brought forward include: rotating membership and service on the Council, policies, process, etc. The leadership team will discuss this in more detail at their next meeting.

CDO Report

M. Livingston reported an Enquirer reporter contacted him regarding his role as CDO and what successes have been achieved. He will be following up for more info as part of a story which may include the NAACP Convention.

President Zimpher requested M. Livingston and T. Perzigian to address the longer term issue of graduate and family housing at UC and the larger questions. M. Livingston reported the first planning meeting is confirmed for 7/3 to begin this conversation. Funding for recommendations need to be submitted by December in order to be included in the budget process. Assistance continues to be provided to the current

occupants as they transition into other housing. Halls will close 8/31/08. N. Pinto reported students are very interested in seeing the university move forward on long term planning. R. Rosensweig reported Student Government is helping students find housing and roommates.

M. Livingston reported a meeting has been scheduled with appropriate parties to discuss plans for the AACRC future. Until the existing building is no longer available, it will continue to be used for the center. In the interim, other available facilities will be explored and needs will be defined.

LULAC (League of United Latin American Citizens) will hold its national convention in 2011 and are very hopeful that Cincinnati will be the host city. At a recent visit to the city, they were very impressed with the Cincinnati leadership displayed. They have all but said Cincinnati will be the selected location and is subject to a vote at the upcoming convention in July. M. Livingston and C. Miller have been working with the organization for a college fair that would involve all campuses within 50 miles as well as a scholarship competition for students.

The Just Community Task Force Committee made a set of recommendations on taking Just Community to the next level per the President's directive. Next steps will be discussed with the Leadership Team. There are some items that will require serious discussion with the Council and will be presented at the September meeting.

#### Non-discrimination Policy

C. Berryman-Fink reported at the last meeting the Council discussed its role in reviewing/hearing recommendations about policy changes. The Non-discrimination Policy has been presented to the Council to add language "gender identity and expression". This particular language is commonly used at 70% of other higher ed institutions. Other governance groups have vetted this change. G. Wharton reported the list of definitions is getting longer as times change and additional requests present themselves. There is a need to identify universal language that covers all. In the interim, this language needs to be added. Additionally, the university needs to look at how these "non-traditional" students are treated. L. Billionis reported the university's statement of identity is incomplete if it lacks this language and it questions what other policies are affected. It was noted there is other language in the policy that needs to be updated during the revision process. Any other suggestions should be sent to C. Berryman-Fink. **The Diversity Council formally endorsed the change.** There are other university policies and rules that will be affected by this language change and will need to be amended as well. It is recommended that the General Counsel Office conduct an audit of all university rules and policies that speak to diversity inclusion to correct language so all are consistent. The leadership team will prepare a consistent statement and share with the Council so all are using the same message.

On a related matter, there is the challenge of how to keep lines of communication open for any constituent group without opening up Council meetings to groups advocating for funds and/or issues. The Council is inclined not to open up meetings for these types of

requests. These groups/individuals are encouraged to meet with the sub-committees rather than the Council and then issues can be brought to the Council through that venue. The message should be conveyed that the Council is accessible to the community, but needs to address its work and can't open up the agenda to anyone; it has to be done in an orderly manner. The protocol still needs to be worked out to identify the best method and this will be done in the leadership team. Once the mechanism is established, it will be shared with the Council and placed on the Diversity web site so it becomes public knowledge.

### Three-Year Planning

C. Berryman-Fink asked co-chairs to begin planning over the summer for the next two fiscal years (2009-10 and 2010-11) to determine recommendations/goals and budget to be addressed. This will comply with the request to develop a five year plan; having three of the five developed. Going into next year, race and ethnicity can be broadened to a larger definition. The Council has to get in queue with other offices and groups for funding requests and needs to plan accordingly. Therefore, the next two years should be defined by the end of fall quarter. **All agreed to this time table.** The Assessment and Accountability Sub-committee should begin working with the co-chairs of the other sub-committees to develop metrics for fiscal year '08 to determine measurements on what has been completed.

K. Simonson asked what would be done with the inventory and requiring academic and administrative units to develop diversity plans. The deans have embraced the Best Practices document; however, that does not address individual unit plans. The leadership team will address next steps for the inventory. C. Berryman-Fink reported she and M. Livingston have discussed with T. Perzigian the need for the colleges to be evaluated and faculty engagement. This can be addressed in the fall when the faculty return. The leadership team will develop the specific charge.

### Communication Plan

C. Berryman-Fink reported in the last meeting, Council members advocated for more formal communication beyond what has been done and provided on the web site. M. Livingston has discussed this with G. Hand and is considering an end of the year report and/or beginning of the school year on accomplishments to date. This could be in the form of an E-currents article or a separate statement. A handout was distributed listing recommendations: 1) that have been completed, 2) funded for 08-09, and 3) left for consideration. B. Marshall is working on adding narrative to the recommendations to provide more detail and will send out to the Council for review. C. Berryman-Fink suggested occasional newsletters could be distributed to the community in the next year. G. Hand is coordinating a future edition of the UC Magazine to feature diversity and the Just Community brochure will include the Diversity Council.

At the last meeting, Council members were in favor of adding the diversity link to the home web page. However, there is a process that determines which links can be added to the home page and it is based on the number of hits a particular site receives. B. Marshall is working with UCit to develop a list of key words that are entered into the

search mode for diversity. IT will monitor the number of hits to determine if the diversity web site can be added to the home page. B. Marshall passed around the list of key words asking for any additional words to be added to the list.

#### Announcements

The E<sup>3</sup> program will hold their anniversary luncheon on 8/15/08.

E. Abercrombie asked if the leadership team could audit attendance of Council members. He is concerned by the lack of attendance at the meetings in recent months.

C. Berryman-Fink referenced the Diversity Ambassador program which was distributed with the agenda. Any comments should be sent to H. Kegler.

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

Future Meetings -- All begin at 10:00 AM and located in 310 University Pavilion.

September 25, 2008

October 22, 2008

November 12, 2008

December 10, 2008

January 14, 2009

February 11, 2009

March 11, 2009

April 15, 2009

May 13, 2009

June 17, 2009

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