

Diversity Council  
May 27, 2010  
Minutes

Chair Report

L. Bilonis opened the meeting with an introduction of our newest council member, Jerome Jackson, who replaces Walter White from the African American Alumni Association. Following introductions and opening comments, L. Bilonis asked the Diversity Task Force to update the Council on its recent work.

Diversity Plan Task Force Update

Task Force members distributed a draft copy of the UC Diversity Plan Goal Statements for comments. Several comments and observations were made including the following:

- The goal statements are comprehensive; however, there are some language issues that need attention.
- What is meant by “underrepresented”?
- How is diversity and inclusion defined?
- Maybe a glossary of terms is needed at the beginning of the document to assure a common understanding of language.
- Consistent language is needed, e.g., don’t use terms like minority, ethnicity, underrepresented, students of color as if they all have the same meaning.
- Goal III refers to “recruit” and “retain”. Should the same language in Goals I and II be used?
- A clearer definition of “community partnerships” in Goal V is needed.
- How will individuals and/or units be held accountable for the accomplishment of specific objectives?

Following a spirited discussion about the above, M. Livingston provided updates on two other planning initiatives that are currently being organized – the Strategic Enrollment Management (SEM) Five Year Enrollment Plan and the President’s University Strategic Plan. It is important that the work of the President’s Diversity Council align with the work of these two initiatives. M. Livingston, co-chair of SEM, has already asked that the Diversity Plan be incorporated into the Enrollment Plan. Additionally, M. Livingston will consult with T. Perzigian to get a representative from the Diversity Council to serve on the Five Year Enrollment Planning Committee. The co-chairs of the Diversity Plan Task Force will also participate in a planning retreat with the Five Year Enrollment Planning Committee.

CDO Report

M. Livingston concluded the meeting with observations about several diversity events the university is/has supported; they include:

- Cincinnati Civil Rights Games
- The Honorable Nathaniel Jones – Commencement speaker
- UC has been nominated for a national diversity award – Minority Access Award
- Diversity is Beautiful Award at Raymond Walters College

- Scheduling a minority supplier diversity retreat with 10-20 suppliers to learn first-hand how to increase business with minority companies
- Diversity Recruitment and Training Institute – July 16, 2010
- University Recognition Program honored six UC faculty, staff, students for their outstanding commitments to Just Community
- Urban League Annual Gala – June 5, 2010
- A Celebration of Black Music – June 19 (musical event) and June 24 (training development)
- Who's Who in Black Cincinnati annual event and publication featuring, among others, President Williams, Vice President Livingston and seven UC faculty and staff.

B. Marshall asked that the following announcement be made – the diversity website is being migrated to the new system and should be online the week of June 1. If anyone wishes to submit an updated photo for the Council member directory, please email it to: [bleuzette@gmail.com](mailto:bleuzette@gmail.com).

Per discussion at the meeting, below is the membership of the SEM Policy Council.

Tony Perzigian (co-chair)  
 Mitchel Livingston (co-chair)  
 Daniel Acosta  
 Marla Hall  
 Caroline Miller  
 Kristi Nelson  
 Neville Pinto  
 Jim Plummer  
 Kathy Qualls  
 Drew Smith  
 Greg Vehr

#### FUTURE MEETINGS

Monday, June 28, 2:00, 320 University Pavilion  
 Tuesday, August 3, 10:00, 320 University Pavilion

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