

# President's Commission on DAEI

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Tuesday, September 28, 2010

## \*AMENDED MINUTES

**Commission Members Present:** Dr. John Bello-Ogunu, Sr. and Dr. Joe Kelly, Co-Chairs

Tom Trimboli, Darryl Phillips, Paul Verrecchia, Tracey Bible, John Gladchuk, Tom Casey, Elizabeth Kassebaum, Angela Crespo Cozart, Jonathan Ray, Isaiah Nelson, Fran Welch, Teresa Smith, Andrew Lewis, Beverly Diamond, Marjorie Thomas, Andrew Sobiesuo, Marcia White, Jimmie Foster, Jr., Alison Piepmeier, Conseula Francis, Patricia Williams Lessane, Marlene Williams, Bernard Powers, Larry Krasnoff, Clara Hodges, Guoli Liu, and Evelyn Nadel

**Commission Members Absent:** Herbert Frasier, Brian McGee, Denise Mitchell (sick leave), and Savannah Williams

**Note taker & Timekeeper:** Rochelle Johnson

### *Minutes*

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#### **President Benson's Remarks**

- President Benson thanked Members of the Commission for their time and hard work. The College of Charleston has not done what it needs to do with diversity and this is clearly a top priority. This task will take some time to accomplish; however, it is a battle that can be won. The President's Community Advisory Board (PCAB) is an external board established to advise the college on the needs and issues of the local minorities in the community. PCAB gives advice on what the college can do from the inside regarding diversity. As the Commission moves forward with the Diversity Strategic Plan, I would like to bring the Commission and PCAB together. I am available, if needed.

Tom Trimboli

- Asked President Benson to comment on his initiative for moving Women into power structure?

President Benson

- I am doing all I can to recruit the right candidates for senior level positions. I commended Tom for his push on diversity.

Andrew Sobiesuo

- It is good to see the President lead from the top down on the charge of diversity as the College strives to achieve a high level of diversity.

President Benson

- We must remember that we cannot make promises without resources.

#### **Approval of Minutes**

September 2, 2010 meeting minutes were seconded and approved.

## Review and Approval of Commission Draft Bylaws and Primary Charge

John Bello-Ogunu

- Suggested recommendations for meaningful and effective ways of significantly increasing the number of women in leadership roles at the College
- Recommendations for enhancing the College's recruitment, retention, and graduation of international students in all of its programs
- Recommendations for enhancing the learning, living, and working environments for all faculty, staff, and students with disability at the College
- Recommendations for policies and programs for addressing gender-based issues at the College, including gender identity and sexual orientation
- \* ~~“Subcommittee on Women Issues” has been renamed: “Women and Gender Issues”~~
- Some members of the Commission suggested that “Minority” in the subcommittee titles be replaced with a more inclusive word. After much debate, majority voted to retain the word “Minority” in the subcommittee titles.

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Open Discussion of the Bylaws by Commission Members:

- Would like some guidance on defining “Minority”, because minority is defined differently in different geographical parts of the Country.
- Let’s address what is historically considered “Minority”; don’t want to water down its meaning.
- To remove “Minority” may lead to a misunderstanding of the College’s key diversity challenge.
- Suggest broader name for “Minority”.
- “Underrepresented” was suggested as a replacement for “Minority”.
- Let’s look at more issues than just what is racial.
- A group not represented in subcommittees is Disabilities; it was suggested that this group be included in title for one of the subcommittees.
- Faith and religion should be included.
- Religion should have its own bullet point.
- Are all diversity issues of equal value? Do we need to prioritize?
- Were all suggested revisions incorporated in the bylaws?

John Bello-Ogunu

- “Minority” is used in the bylaws according to the U.S. government’s definition of the word. According to the U.S. Census Bureau, the word “Minority” refers to members of the following historically underrepresented groups: African Americans, Asian-Americans, Latino/a (or Hispanic) Americans and Native Americans (AALANA).
- All suggestions made were incorporated in bylaws except the inclusion of the definition of “diversity”. That is a subject worthy of a full Commission discussion in the future.

Tom Trimboli

- Suggested the following regarding defining subcommittees focus:
  - A. Leaving subcommittees' names as they now appear, however, include a statement of jurisdiction that defines the charge of each group.
  - B. Change name of committees in bylaws and define their charge

Joe Kelly

- Asked Commission to vote on retaining subcommittees titles as they appear or replace "Minority" with "Diversity".

Commission Members

- Asked to further review bylaws and to postpone a vote until next meeting. Commission members not comfortable voting on bylaws as is.
- A vote on whether or not to retain "Minority" in the subcommittee titles was called and majority voted to retain "Minority" in the titles. It was suggested that the subcommittee charges should be defined.

John Bello-Ogunu

- Asked Commission to submit any amendments at least 2-weeks before next meeting to Rochelle.

Tom Trimboli

- Suggested Co-Chairs come up with jurisdictional statements defining the charge for each subcommittee before the next meeting.

### **Establish new work timeline for the Diversity Strategic Plan**

Joe Kelly

- Pushed back initial Subcommittees review of draft DSP to October 28<sup>th</sup> meeting.
- Vote on bylaws at October 28<sup>th</sup> meeting.
- Review and approval of full Diversity Strategic Plan Draft at Nov. 18<sup>th</sup> meeting.

### **Report on Subcommittee Data Requests**

Tom Casey

- Can we request the EEOC Affirmative Action Plan from Joanne Diaz in Human Relations? This information identifies underrepresented groups.

### **Report on the Web-based Document Sharing System: Instructions on how to access the PCDAEI folder on the server (Ms. Johnson)**

- Commission members should have received a link to PCDAEI network folder, please contact me if you do not have it. If you are having problems linking to network, please contact IT helpdesk.

### **Action:**

Co-Chairs will request EEOC Affirmative Action Plan from Joanne Diaz in Human Relations regarding underrepresented groups.

**Meeting adjourned at 5:10 p.m.**