

President's Commission on DAEI

Thursday, December 9, 2010

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

Tracey Bible, Angela Crespo Cozart, Beverly Diamond, Jimmie Foster, Jr., Clara Hodges, Elizabeth Kassebaum, Andrew Lewis, Darryl Phillips, Jonathan Ray, Andrew Sobiesuo, Marjorie Thomas, Tom Trimboli, Fran Welch and Marcia White

Commission Members Absent: Tom Casey, Conseula Francis, Herbert Frasier, John Gladchuk, Larry Krasnoff, Patricia Williams Lessane, Guoli Liu, Brian McGee, Denise Mitchell, Evelyn Nadel, Isaiah Nelson, Alison Piepmeier, Bernard Powers, Teresa Smith, Paul Verrecchia, Marlene Williams and Savannah Williams

Note taker & Timekeeper: Rochelle Johnson

Minutes

Opening – Dr. John Bello-Ogunu, Co-Chair

- The meeting was called to order. The Commission will continue with the review of the Subcommittees report and provide feedback as we work towards completing the reviews of the remaining reports.
- In order to complete the draft DSP by the deadline, the Co-Chairs proposed a meeting be scheduled for January 25th to allow more time on areas of individual Subcommittees DSP.

Approval of minutes for November 18, 2010 Meeting

Dr. Kelly made a motion to postpone approval of minutes for November 18th's meeting until the next scheduled PCDAEI meeting. The motion was approved unanimously.

Joe Kelly

The Co-Chairs will meet to make a comprehensive document out of the Subcommittees report. At January 25th meeting the complete draft DSP will be presented to the Commission for feedback.

Task Committees: Progress Report on Diversity Strategic Plan

Joe Kelly, Chair - Committee on Campus Diversity Climate and Inclusion (CCDCI)

All new changes highlighted in yellow.

Year 1

- Goal #1, Specific Action 4: under **Accountable Person**, add AAPA.
- Goal #1, Specific Action 4: under **Unit Accountable**, add AAPA.
- Goal #1, Specific Action 5: under **Accountable Person**, add AAPA.
- Goal #1, Specific Action 5: under **Unit Accountable**, add AAPA.
- Goal #2, Specific Action 1: under **Accountable Person**, correct name DDET (Director of Diversity Education and Training).
- Goal #2, Specific Action 2: under **Accountable Person**, correct name DDET (Director of Diversity Education and Training).
- Goal #2, Specific Action 3: under **Accountable Person**, add DDET (Director of Diversity Education and Training).
- Goal #2, Specific Action 4: revise to read, "Promote "mandatory" training of existing faculty in departments."
- Goal #2, Specific Action 5: Delete this specific action.
- Goal #2, Specific Action 6: revise "Diversity Training and Development Director" to read, "Director of Diversity Education and Training".

- Goal #2, Specific Action 7: explanation, “that the DDET will conduct a diversity session during student orientation.”
- Goal #4, Specific Action 1: revised to read “Develop programmatic strategies to promote culture of diversity among students. And, under **Accountable Person**, revise “Diversity Training and Development Director” to read, “Director of Diversity Education and Training”, delete Student Life, and add Student Affairs.
- Goal #5, Specific Action 1: “Survey H.R. for data on staff salaries by gender and position, Intended Measurable Outcome, Graph salaries by gender and position for staff across campus. Have transparent findings to address the situation.”

Action

- Tom Trimboli will decide how best to present data for Goal #5, Specific Action 1.

Angela Cozart

- Suggested approaching the committee that selects the book the College reads and recommend “The Color of Water” by James McBride. As a campus, we would talk about some of the issues the Commission is addressing.

Jonathan Ray

- Attended a meeting with that committee and introduced two books, one of which was on diversity. If diversity is one of our core issues then let’s put a diversity book on the table.

Beverly Diamond

- Next year’s book does address some issues of diversity. The book is entitled, “The Known World” by Edward Jones.

Angela Cozart

- Another book “Courageous Conversations about Race” can get the entire campus talking about race.

Marjorie Thomas

- How do we increase the number for Faculty and Professional Staff in regard to climate? Where is the place for mentoring or supporting the people we recruit? There are entire divisions without a person of color. We are losing people because of lack of support and/or interaction. Mentorship and guidance is needed for minority Faculty on tenure track. What are we doing to support that effort?

Action

- Send recommendations for new strategies to Joe Kelly to include in the Minority Faculty and Staff plan.

Meeting adjourned at 4:45 p.m.