

President's Commission on DAEI

Thursday, January 26, 2012

Commission Members Present: Dr. John Bello-Ogunu, Sr. and Dr. Joe Kelly, Co-Chairs
Tracey Bible, Tom Casey, Angela Crespo Cozart, Beverly Diamond, Jimmie Foster, Jr., Herbert Frasier, Clara Hodges, Elizabeth Kassebaum, Larry Krasnoff, Andrew Lewis, Brian McGee, Denise Mitchell, Evelyn Nadel, Darryl Phillips, Jonathan Ray, Teresa Smith, Andrew Sobiesuo, Tom Trimboli, Paul Verrecchia, Fran Welch and Marlene Williams

Commission Members Absent: Conseula Francis, Patricia Williams Lessane, Guoli Liu, Alison Piepmeier, Bernard Powers, Marjorie Thomas, Marcia White, Savannah Williams and Elliott Wright

Note taker & Timekeeper: Rochelle Johnson

MEETING MINUTES

Co-Chairs Opening

John Bello-Ogunu

- Called the President's Commission on Diversity meeting to order.
- Stated the order of business:
 1. Update: BOT's action on the Draft Diversity Strategic Plan
 2. Guest presentation: 2006 Campus Climate Survey (Dr. Von Bakanic)
 3. Establish new strategies and an agenda for the Commission's post-"Draft Diversity Strategic Plan" work
 4. Establish new meeting schedule for Spring/Fall
- Introduced the new Director of Diversity Education and Training, Dr. Kristi Brian to the members.

Joe Kelly

- Apologized for the oversight of this meeting is conflicting with the lecture of the 3rd candidates who is interviewing for the African American Studies position. There are a number of members not present because of that.

Update on BOT's action on the Draft Diversity Strategic Plan

Brian McGee

- BOT meet on January 19th and 20th. Prior to the BOT meeting, the Executive Team continued to work with the DSP and the feedback received from many constituencies (internal and external) to develop and refine the DSP and to find a format for the presentation of the plan that would complement the College's Strategic Plan and would create comfort for the Board members with the DSP itself. this is the PCD's DSP in a different format the goal in developing it was to create a document that would recognize the President's new annual planning process that will separate out the Strategic Plan and the DSP from annual action plans at the level of specific dates and deadline and completion and level of specific costs and the level of specific actions that can be taken that are behavioral and measurable. This is very much the PCD's plan with some editing and reformatting.
- The Co-Chairs and Tom Trimboli attended a discussion on January 19th with the BOT in which they responded to the DSP. A great deal of praise to the PCD for the plan and its comprehensiveness that it represented a new phase in the College's commitment to Diversity broadly defined to accomplish things

never accomplished at the College. Some Board Members wanted to spend more time with the document and had thoughts on how it could be further revised and approved. The Board requested more time for them other constituencies on campus to review the DSP and an opportunity to provide feedback before it is modified and brought back to the BIT at April's meeting for final action and approval. Great enthusiasm from BOT on this plan. Before the Board no motion at present, there is every expectation that Executive Committee of the BOT will put a motion before the Board at their April meeting. President Benson is excited about this process continuing to work on implementing the strategic plan as we move forward not wait until April, but move toward implementation even though it has not been approved yet. There are many things in the plan that we can begin working on now including making sure we have the information we need to make concrete proposals for budgetary refined and for building the DSP into the College's request moving forward .

Dr. Von Bakanic 2006 Campus Climate Survey Presentation (see attached presentation)

- The goal of the campus climate survey was to assess the campus environment in general and for specific groups (race, religion, gender and sexual orientation). Interested in what the campus population saw as diversity issues and concerns, social interactions and relationships with groups other than their own, perception on equal treatment, attitude towards different groups, satisfaction with the College
- Survey was sent to everyone with an active campus-wide ID number that Fall, this included students, faculty, adjunct faculty and staff received 5 notices of the survey, two notices of which were letters from the President's Office. Survey was available on-line and paper form, an interviewer was available for . Variety of contest to take survey with giveaways. Administered for 3 weeks (Oct.) 3,478 people responded, not everyone completed the survey. Survey averaged 25 minutes. Secure website, margin of error below 5%.
- Results:
 - Rated College supportive of Diversity: 83%-Students, 82% Faculty and 77% Staff.
 - Overall Campus Climate: No significant gap between white and minority faculty, 9% gap between minority and white students, 19% gap between minority and white Staff.
 - 1st and 2nd Most Important Diversity Issue on Campus: 1st Race & Ethnicity, 2nd Social Class & Cultural Difference (North vs. South), Sexual Orientation and Religion.
 - Assess Comfort Level of Groups: High degree of comfort from all groups (Gender: 96%-Men 94%-Women) Least comfortable: Disabilities (Physical and Mental Health Issues)
 - Social Distance Score (Measures the degree of comfort towards different groups. The 7 groups were Racial, Poor, Religions, Sexual Orientation): Discriminated between groups significantly, the most social distance scoring order the Poor, Sexual Orientation, Hispanics, Blacks, Asian, Religion different from own, and white.
 - Conclusion for Specific Groups:
 - Racial Groups more comfortable interacting with other from their race.
 - Least comfortable for Hispanics.
 - African Americans most likely being perceived as being the recipient of unequal treatment.
 - Social Class – negative attitude about the poor than any other group.
 - Religion- Least comfortable for Muslims, Agnostics, and Atheists. No difference in rating for Christians and Jews.
 - Ability- Less comfortable for people with Disabilities.

- Gender- Students and Staff unlikely to see gender as a diversity issues. Gender discrimination was rated 2nd to race discrimination.
 - Sexual Orientation- 50% identified as LGBTQ. Campus climate less comfortable for people other than heterosexual orientation.
- Previous Studies in 1994 vs. 2006:
 - Would attend the College again

1994	2006
52% of African Americans	72% of African Americans
84% of Caucasians	84% of Caucasians

- Diversity on Campus –

1994	2006
68% of African Americans	83% of African Americans
84% of Caucasian	91% of Caucasians

The perception from the students is the College is making efforts in the area of diversity. However, the percent of racial minorities declined on campus from 1994-2006.

- Satisfaction with choice to attend or work at the College of Charleston:
 - Definitely: 50% - Students, 50% Staff, 9 out of 10 Faculty
 - Probably: 30% - Students, 30% Staff
- Conclusion:
 - The College should consider broaden its characterization of inclusiveness by establishing an institutional definition of diversity.
 - The College should design and implement strategies which respond to needs identified by the survey results. (Looking beyond race)
 - The Office of Accountability, Planning and Assessment should institutionalize the Campus Climate Survey using pass surveys as a baseline measurement for diversity.
 - Re-administer this survey.
- PCD Comments:
 - Campuses across the country are administering the survey every 5 to 10 years.
 - The next survey should be sensitive to diversity related issues to protect people who are not comfortable with some of the questions.
 - How a person identifies racially/ethnically should be included in the next survey.
 - In the next survey, we should consider open-ended questions to allow people to give feedback about what they would like to change or to give an explanation to a specific question.
 - The next survey should be administered in the Fall semester, like it was in 2006.
 - The new survey should be shorter.

Joe Kelly

Made a motion for the Co-Chairs to put together a committee to create, develop, and design the Campus Climate Survey for the of Fall 2012 with consultation from the PCD, IRB and other consultative groups. The Campus Climate Survey Committee will report back to the PCD for

comments and approval of the survey before the survey is administered. Recommend appointment of Von Bakanic to sit on the Campus Climate Survey.

Review of President's Commission on Diversity's Primary Charge

John Bello-Ogunu

This is a summary of President's Benson Primary Charge to the Commission.

- The Commission will:
 1. Act as a catalyst for creating and sustaining an all-inclusive diversity at the College of Charleston.
 2. Act as an advocate for fostering a campus community climate that is inviting, welcoming, vibrant and supportive of inclusion, access, equity, and social justice throughout the campus.
 3. Periodically monitor and assess the College of Charleston's institutional diversity initiatives for effectiveness and success...
 4. Periodically offer concrete recommendations for improvements and for achieving success.

Conducting Commission's Future Business

John Bello-Ogunu

The Commission is moving from "plan development" to "plan implementation". In order to ensure a more productive and effective use of our meeting times for conducting future business, the Co-Chairs propose the following, effective next meeting.

1. The entire Commission will meet 4 times a year (1 meeting at the beginning and 1 at the end) with emergency and other special meetings being called only as needed.
2. Subcommittees will meet under the leadership of the Subcommittee Chairs. Meeting will be determined by the committees for each semester and develop the appropriate strategies for conducting business.
3. Commission Co-Chairs will meet periodically with the Subcommittee chairs to discuss progress on pending work.
4. Subcommittee Chairs will make a full progress report to the entire Commission during the meeting of the entire body at the beginning and end of the semester.

Tom Trimboli

Co-Chairs will be working with the BOT consider the BOT's meeting schedule for Co-chairs to be able to report back.

Joe Kelly

Co-Chairs will meet with the appropriate parties and Subcommittee Chairs to discuss proposed future schedule with committee members and report back to Co-Chairs. The next meeting will be in 1 month to propose action plan for the next year with the Subcommittee Chairs. Meeting will be scheduled in late February.

Hold on to hard copy of tactics (Diversity Strategic Plan for January 2012 final – BOT version) to use as a guide while working with your Subcommittees. Review the plan to see what we can begin to work on immediately to get into the budget for next year.

Meeting Adjourned at 4:05 p.m.