

# Agenda

## Diversity and Social Justice Council Meeting

February 4, 2011  
12:00pm -1:00pm

1. Introductions/Review of Meeting Minutes
2. Meeting schedule for the Spring
3. Subcommittee Reports:
  - a. Campus climate
  - b. Academic Programming
  - c. University Programming
  - d. Institutional Viability
4. Discussion of Diversity Survey

**Diversity and Social Justice Council**  
**Minutes**  
**February 4, 2011, 12 noon – 1 p.m.**  
**Connecticut Room, Gelsi-Young Hall**

**Attendance:** E. Matthews-Armstead, S. Dowling, M. Fugere, J. Gomez, L. Hamilton D. Ugurlu

**Absent:** T. Bouley, C. Cid, R. Free, D. Hannon, S. Heyward, D. Messologitis, L. Price, P. Starr, W. Diaz, K. Dugan, J. Garewski, E. Mavor, M. Pernal

**1. Review and Accept Meeting Minutes**

Motion to accept the minutes of the February 4 meeting by S. Dowling and L. Hamilton.

**2. Meeting Schedule for the Spring**

This spring the Council will be meeting once a month to allow people time to meet with their perspective subcommittees. The meetings will be as follows from 12 noon – 1:00 p.m.:

March 4  
April 1  
May 6

**3. Subcommittee Reports**

Campus Climate: Madeleine Fugere:

A student survey analysis will be distributed on campus.

1. Get the most current versions of the surveys.
2. Talk with Brian Lashley about his opinion regarding important items.
3. Ask Council members if they want to participate in the survey revision process.
4. Ask university community for volunteers to participate in the survey revision process.
5. Solicit student involvement in the student survey revision process.
6. Revise the surveys (Being certain to include items addressing all four subcommittee areas.)
7. Resubmit the survey for CUHSR approval.
8. Re-run the survey in the Fall of 2011.

Resources required:

- CIT to put survey on line
- Marketing – cards to pass out to students
- Additional resources for data analysis

Academic Programming: K. Dugan

University Programming: P. Starr

### Institutional Viability: J. Gomez

Dean Gomez reported that he plans to meet with the subcommittee to identify the strengths and challenges of programs on campus designed to increase recruitment and retention of diversity groups. Directors will be contacted of the Academic Success Center, Title III program, Minority and Recruitment programs for SUOAF and AAUP. Then, a questionnaire will be created to focus on the strengths and challenges to diagnose the current situation. Once the data is gathered, it will be discussed with the full Council. Chair Eunice Matthew-Armstead suggested that Dean Gomez get in touch with someone in charge of the Pride Room as well.

#### Resources –

No resources are required at this time until a course of action is determined.

As for the time frame for final reports from subcommittees, Chair Eunice Matthews-Armstead has requested a list of objectives and a three-year plan outline from each committee chair. By the end of spring semester, Chair Eunice-Matthews would like to have a plan in place for next year's strategy.

*University Senate Update* – Chair Eunice Matthews-Armstead will meet with Bill Salka, Senate Chair, regarding a discussion about diversity at a Senate meeting. The process will be to go through Senate and get feedback. She anticipates a statement from Senate by the end of the term.

#### **4. Discussion of Diversity Survey**

The Diversity Survey was distributed at the January University Meeting. Sixty percent of the response indicated that the community does not know about the Council. The next step is to determine different mediums to bring awareness of the Council.

Madeleine Fugere suggested a diversity related event on this campus be co-sponsored by the Council.

Denis Ugurlu shared that Pam Starr attended a meeting for RAs and asked who knew about the Diversity Council and of about 60 students only three students were aware of the Council. As a result, Chair Eunice Matthews-Armstead will meet with Walter Diaz in regards to bringing awareness of the Diversity Council to groups and organizations on campus. Dean Gomez added we need a strategy to determine how we want organizations to approach the Council for specific needs. There is a need to clarify what the Council is going to do with complaints in the absence of a Chief Diversity Officer. Also, what role does the Council want to take to remind the institution that the Council is available? How do we address these deficits as a Council? As an advisory council, recommendations will be made to the President. There was also discussion about when events and incidents happen on campus how will the Council process this information. The suggestions are:

- Issue statement from the Council to the campus community.
- Review and share data to support incidents that occur on campus.

Chair Eunice Matthews-Armstead suggested that subcommittees groups think about how we want the community to view and use the Council to create a happy and healthy environment effectively.

Dean Gomez invited Chair Eunice Matthews-Armstead to visit a department chair meeting this semester.

Denis Ugurlu suggested setting up an in-service for RAs to discuss the Diversity Council to bring awareness.

It was suggested to have a diversity presentation at a Wednesday Seminar this semester. Chair Eunice Matthews-Armstead will get a date on the calendar.

The Council was reminded that it will be involved in student and faculty orientation this fall. Everyone was encouraged to come up with suggestions for plans to move the Council forward.

Meeting adjourned at 1 p.m.

Respectfully submitted,  
Katherine A. Escobar