

DIVERSITY AND SOCIAL JUSTICE COUNCIL

Meeting of November 12, 2010

MINUTES

Present: Pam Starr, Denis Ugurlu, Eunice Matthews, Kim Dugan, Dennis Hannon, Suzanne Dowling, Michael Pernal, Jaime Gomez, Walter Diaz, Despina Messologitis (quorum achieved)

1. The minutes of the October 15, 2010 meeting were accepted unanimously.
2. Diversity statement. Kim Dugan moved and Jaime Gomez seconded adoption of a statement proposed in a November 6, 2010 email by Rhona Free as follows.

“Eastern Connecticut State University values the diversity of its students, faculty and staff. Differences in race, ethnicity, national origin, class, religion, learning styles, gender, gender identity and expression, sexual orientation, age, ideology and other aspects of human variation and characterization, including but not limited to those protected by law and CSU and Eastern policies, enrich the educational experience and social and intellectual development of students and create a rich cultural environment. Eastern is committed to ensuring that regardless of their differences, all members of the Eastern community are challenged to achieve their full potential and are supported in their pursuit of that goal.”

The statement was adopted unanimously by the Council.

3. Mission Statement of the Council. Kim Dugan made a suggestion for the mission statement which was re-worked and submitted as follows:

Mission Statement

“The mission of the Diversity and Social Justice Council is to support and monitor the University’s diversity efforts through the promotion of coherence, cohesion, and collaboration of diversity initiatives and institutional programs, policies, and students within Eastern Connecticut State University.”

Suzanne Dowling moved and Kim Dugan seconded the above statement which the Council passed unanimously.

4. Eunice Matthews volunteered to draft a set of by-laws with the hope of presenting the draft at the next meeting of the Council.
5. Committee Structure. Eunice Matthews briefed the Council on the roles of various committees and indicated she will review the volunteers’ sign-up sheet for the purpose of populating the various committees.

Statements about the committees will be incorporated into the by-laws.

Kathy – see Dennis for the rest of the minutes.

DIVERSITY AND SOCIAL JUSTICE COUNCIL

Meeting of November 12, 2010

MINUTES

Present: Pam Starr, Denis Ugurlu, Eunice Matthews, Kim Dugan, Dennis Hannon, Suzanne Dowling, Michael Pernal, Jaime Gomez, Walter Diaz, Despina Messologitis (quorum achieved)

1. The minutes of the October 15, 2010 meeting were accepted unanimously.
2. Diversity statement. Kim Dugan moved and Jaime Gomez seconded adoption of a statement proposed in a November 6, 2010 email by Rhona Free as follows.

“Eastern Connecticut State University values the diversity of its students, faculty and staff. Differences in race, ethnicity, national origin, class, religion, learning styles, gender, gender identity and expression, sexual orientation, age, ideology and other aspects of human variation and characterization, including but not limited to those protected by law and CSU and Eastern policies, enrich the educational experience and social and intellectual development of students and create a rich cultural environment. Eastern is committed to ensuring that regardless of their differences, all members of the Eastern community are challenged to achieve their full potential and are supported in their pursuit of that goal.”

The statement was adopted unanimously by the Council.

3. Mission Statement of the Council. Kim Dugan made a suggestion for the mission statement which was re-worked and submitted as follows:

Mission Statement

“The mission of the Diversity and Social Justice Council is to support and monitor the University’s diversity efforts through the promotion of coherence, cohesion, and collaboration of diversity initiatives and institutional programs, policies, and students within Eastern Connecticut State University.”

Suzanne Dowling moved and Kim Dugan seconded the above statement which the Council passed unanimously.

4. Eunice Matthews volunteered to draft a set of by-laws with the hope of presenting the draft at the next meeting of the Council.
5. Committee Structure. Eunice Matthews briefed the Council on the roles of various committees and indicated she will review the volunteers’ sign-up sheet for the purpose of populating the various committees.

Statements about the committees will be incorporated into the by-laws.

6. Next discussion centered on the goals and scope of responsibilities of each of the three committees. Dr. Matthews-Armstead advised that she thought some of the "Climate" roles should instead be placed on the Education and Programs Committee. She said she regarded Education as mostly focused on the academic areas, particularly in the curriculum. That would make it an information source and clearing house for best practices. There was discussion about whether this was too big a scope of work. Dr. Gomez foresaw there would be some overlap--some faculty would be creating new programs so there will be more opportunity for more communication, collaboration, publicity and marketing. Dr. Dugan stated she would put equal emphasis on the non-academic areas such as the clubs, SGA, programs offered by/in the Student Center, and tutorials.

7. There was agreement on the need for the Council to help build on others' successes. There seemed to be consensus that the Council will want to offer mutual support and enhance their work without disrupting others' efforts. However the thinking was that the Council may call on officials to support it when it should exert its power. Dr. Matthews-Armstead hoped that the campus environment would be improved so members of the community could feel free to be themselves, find their individual successes. She noted that the community doesn't think about diversity.

Dr. Diaz- advised that the Council's focus should be on very few, very grounded goals so it can reach some practical successes. Mr. Hannon suggested that the Council develop an inventory of the current campus resources, such as the 60 clubs, Women's Center, CAB, Arts and Lecture program, etc. These could be among the best organizations that could be encouraged by the Council to focus some of their future programming and events to include topics on diversity and social justice.

All business concluded, the meeting was adjourned.

Respectfully submitted:

Michael Pernal and
Dennis Hannon
December 3, 2010