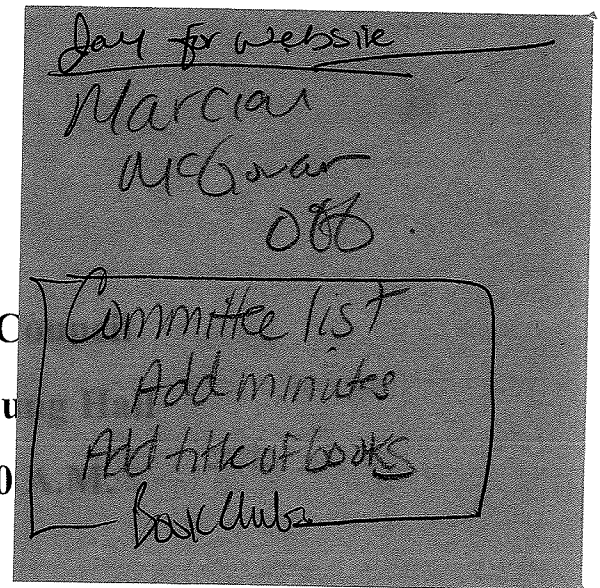


# Agenda

Diversity and Social Justice C  
Connecticut Room – Gelsi-You  
September 29, 2010 at 10:00



1. Selection of Chair

All

2. Review of Meeting Dates:

M. Pernal

- Friday, October 15, 2010 at 10:00 A.M.
- Friday, October 29, 2010 at 10:00 A.M.
- Friday, November 12, 2010 at 10:00 A.M.
- Friday, December 3, 2010 at 10:00 A.M.
- Friday, December 17, 2010 at 10:00 A.M.

Location: CT Room

3. Strategic Plan: Assessment

R. Free

- Council's Role

4. Work Plan for 2010 – 2011

Chair

5. Old Business

All

6. New Business

All

7. Announcements

All

**Diversity and Social Justice Council**  
**Minutes**  
**September 29, 2010**

**Gelsi-Young Hall**  
**Connecticut Room 10 – 11 a.m.**

**Attendance:** M. Pernal, T. Bouley, C. Cid, W. Diaz, K. Dugan, R. Free, J. Gomez, L. Hamilton, D. Hannon, S. Heyward, E. Matthews-Armstead, E. Mavor, P. Starr, D. Ugurlu

**Absent:** A. Beltran, K. Crone, S. Dowling, J. Garewski, M. McGowan, L. Price

Dr. Michael Pernal convened the meeting, and explained his role in Connie's absence. Mr. Hannon and Ms. Mavor commended Dr. Pernal for his involvement with various administrative roles.

**1. Selection of Chair**

First order of business was to elect a Chair person for the Council. Dr. Eunice Matthews-Armstead was nominated. The vote was unanimous, and motion was accepted.

**2. Review of Meeting Dates:**

The Council approved the meeting dates to include the following modification:

- October 15 at 10 a.m. – C. Cid will not be in attendance
- October 29 at 10 a.m. – K. Dugan agreed to chair the meeting in the absence of E. Matthews-Armstead.
- November 12 at 10 a.m.
- December 3, at 10 a.m.
- December 17 at 10 a.m.

All meetings will take place in Gelsi-Young Hall, Connecticut Room unless informed otherwise.

**3. Strategic Plan: Assessment**

The following was discussed:

- Ms. Heyward asked what are the details involved for this group. Chair Matthews-Armstead gave Ms. Heyward background on what the previous group accomplished and explained the role.

- What was the final outcome of the results from the Strategic Plan Initiative? There was a large volume of data accumulated. Overall, Eastern is a diverse campus.
- Did a specific initiative for the Strategic Plan come to this group? The recommendations from this group supported most of the initiatives from the Strategic Plan. The Council's next goal is to address the issues that resulted from the Strategic Plan Implementation phase. Proposal from the committee is on our website, and it went through SIPS and PAC for approval. Everyone should have received a copy of the management letter that explains the qualifications and what was approved. (See Handout #1)
- Dr. Free discussed her role in the Assessment phase of the Strategic Plan. Dr. Sudha Swaminathan was appointed to work on the Assessment phase to assess each initiative. Chair Matthews-Armstead should have received an email with an assessment template attached for Assessment under the comprehensive Diversity Plan. The template identifies how to assess initiatives and what are the three objectives related to student assessment. The deadline for submission of the Assessment template is in October.
- A copy of the Initiative 4.5 Comprehensive Diversity Plan was distributed to the group for review and clarification as to where the committee ended its work. (See Handout #1)
- The Council shared their ideas about language of the Diversity Definition that was agreed on by the previous committee. The Council discussed if they are ready to move to Senate. Dr. Gomez concur the definition was approved at a previous meeting. A copy of the definition was distributed to the Council for review. (See Handout #2) Is there a way to make a general statement that includes a positive tone that will not exclude certain groups? Is there a way to not have a long list of items in the paragraph?

The Council addressed Dr. Free's point of not having a long list of items in the paragraph and Dr. Dugan's and Dr. Starr's points that some groups will feel excluded, and it is important to include people with physical or mental challenges.

The Council agreed with Dr. Pernal's suggestion to incorporate language that speaks to the CSU & ECSU policy and state law. Ms. Starr noted that individuals with disabilities are a protected class.

Additional concerns regarding the language used to identify the definition of Diversity:

- How is the term “expression” identified? – there was some resistance to the individual piece of the statement by Council members. Chair Matthews Armstead suggested that the Council agree with Dr. Pernal’s suggestion of a catch all statement at the end.
- Dr. Cid expressed concerned with how to proceed with the mission and the vision.
- Dr. Free’s concern is to limit the language to the law.
- Certain characteristics of the list of texts are covered within the CT State Law and CSU policies.
- Chair Matthews-Armstead suggested that we have the general broad statement for the lead statement and then add a list of details to support it afterwards. It was suggested to end the first sentence in the paragraph after the word “similarities” followed by a list. It was agreed by all that everyone should be treated with civility. The Council agreed to end the first sentence at similarities and have sub paragraph to include a detailed listing.

Dr. Cid suggested that parts of the foot note should be added in the first sentence. We want to make sure that individuals feel comfortable on campus regardless of their philosophy.

Is the Council ready to present the Diversity Definition to Senate?

Diversity Definition:

Diversity at Eastern Connecticut State University is defined by a commitment to inclusive excellence that is the synergistic result of the pursuit of our values of educational quality and inclusion of all our human differences and similarities.

This commitment to community encompasses all aspects of human variation and characterization and includes but is not limited to the categories of difference identified by law, CSU polices and ECSU policies including *the dimensions of race, ethnicity, national origin, class, religion, learning styles, ability, gender, gender identity and expression, sexual orientation, age, and ideology.*

Chair Matthews-Armstead asked the Council what is the problem with what we have in place for a definition right now? The essence is there, but the focus is about grammar and syntax. We can convey a definition with simplicity and less word.

It was agreed by the Council that Chair Matthews-Armstead will adjust the wording of the definition and then email the final paragraphs to Council members for a final vote by the Council either yes or no vote. The majority wins. This is on the basis that it is already on record that the current language was approved.

The Council voted unanimously to give Chair Matthews-Armstead approval to make grammatical changes to the diversity definition.

Meeting adjourned at 11:15 a.m.

Next Meeting: Friday, October 15 at 10 a.m., Connecticut Room.

Respectfully Submitted,  
Katherine A. Escobar