

Agenda

Diversity and Social Justice Council Meeting

September 23, 2011
12:00pm -1:00pm
"Lunch will be provided"

1. Introductions
2. Subcommittee Reports:
 - a. Campus climate
 - b. Academic Programming
 - c. University Programming
 - d. Institutional Viability
3. Discuss Strategic Plan Report for 2010-2011
4. Other Issues of Concern.

Assessment of Strategic Initiative_4.5 Diversity

I. Please outline the specific assessment goals set for your initiative. Or, what did you seek to evaluate?

(You could provide a synthesis of the assessment objectives (column 1) that were identified in your original assessment template.)

This, its first year of existence, was very much an organizing year for the Diversity and Social Justice (DSJ) Council. Our assessment goals although, modest where related to the development of the DSJ council's structure and purpose as well as the establishment of the council as an organization within the Eastern Connecticut State University community. One of our goals was to begin the process of gaining buy-in for the diversity mission and DSJ Council from the university community through the introduction of the Diversity definition that is to be adopted by the University. The DSJ Council targeted a segment of the community, the faculty, to begin the buy-in process and gain insight for use in working with other segments of the University community. The DSJ council presented the diversity definition to the University senate, a representative body of the faculty for the purpose of assessing the buy-in process as well as getting feedback regarding the diversity definition. In addition, the DSJ sought to assess the awareness of the university community of the DSJ's existence and purpose this time targeting both Faculty and Staff. A survey was distributed at the January university meeting, a bi-annual meeting called to order by the president of the university attended by university staff and faculty, The survey's were placed on the tables prior to the meeting. They asked only one question using a 4 point likert scale [very familiar; moderate familiar; vaguely and not familiar with descriptive definitions for each]. The question was, "How familiar are you with the Diversity and Social Justice Council?" The responses were then collected and tallied. A post-test will be conducted at the 2012 January university meeting. Originally, the post test was to occur at the May university meeting however, it was decided to delay the post test to provide the council more time to engage the university community. The DSJ council's academic programming sub-committee and institutional programming sub-committee were charged to assess the level of cross departmental collaboration of diversity initiatives in the subsequent areas however this proved to be a more challenging task than originally thought and was unable to be completed.

II. Please share the highlights of your results. Or, what did you find out?

(You could itemize the key findings from your data collection, including the process and the actual results, originally planned in columns 2, 3 and 5 in the assessment template. Actual data may be included in the appendix).

Buy-in Efforts with University Senate

In assessing the buy-in process involving the university senate as a target group, a great deal of insight was gained in regards to engaging the university community in the future. The process took an extended period of time because the purpose of the diversity definition was not immediately understood by the senate which then created a series of misunderstandings and back and forth correspondence and a number of delays. It is believed that part of the breakdown in communication was created in the initial introduction of the request to present to the senate that was given to the Senate president who subsequently presented it to the executive committee with the misunderstanding that it was a policy issue rather than an attempt to gain buy in and feedback. The initial request was made in writing rather than in person. I believe that a combination would be prudent in the future so that possible misunderstandings could be addressed immediately and would also facilitate better communication and quicker processing. The initial request to present was made in October. The presentation to the full senate was not made until the April meeting. However, once presented the feedback was positive.

Diversity and Social Justice Council Survey to Faculty and Staff

There were 300 surveys distributed and 133 completed surveys collected. The survey asked "How familiar are you with the Diversity and Social Justice Council?" According to the result of the survey:

- ✚ *10.5% indicated that they are **Very Familiar** " I am aware of its purpose and know some of the members.*
- ✚ *16.5% indicated that they were **Moderately Familiar**" I am vaguely aware of its existence and know something about its purpose*
- ✚ *24.5% indicated that they were **Vaguely Familiar** " I have heard of it but know nothing about it or what it does*
- ✚ *49.6% indicate that they were **Not Familiar** and had not heard anything about it. of the respondents indicated that they were not all familiar with the Diversity and Social Justice council.*

Feedback Survey: Inclusive Excellence presentation at the Lunch and Learn. *The 21 attendees were provided with a written feedback sheet that asked three questions. 15 attendees completed the feedback sheet. The results were the follow*

1. *Based on what you have heard in this workshop do you believe that Eastern is moving in the right direction in its approach to issues of Diversity?*
 - ✚ *100% responded that they felt that eastern was head in the right direction.*

Written comments:

- “ Pleased to hear about this today. Keep up the good work”
- “Keep up the good work. I support your committees desire to actually make diversity a reality and not just an empty value/catch phrase”
- “I enjoyed your talk and applaud your efforts and the efforts of the DSJ Council to strive for implementation of these important ideas”
- “ Committee should include all types of ESCU employees not just top execu’s and faculty”
- “ What ways can we educate the Eastern to make the transition form awareness to inclusive activities”

2. *Is there a concern/issue regarding diversity that you would like addressed/considered by the Diversity and Social Justice Council? Comments*

✦ *Campus climate*

- “Just keep discouraging the use of hurtful words/slurs towards people of different races and orientations, perhaps with an emphasis on bullying and encouraging empathy
- “I took the survey last year and reflected quite a bit because of it. Do you have more student data?”
- “Should be a campus climate committee with regular campus wide meetings very important”
- “We need much more diversity portrayed on our website”

✦ *Institutional Viability*

- “Do search procedures and practices need to be revised due to changing views of diversity in society and Eastern’s broader definition of diversity?”
- “The hiring freeze is hurting the ability to continue to add more diverse staff at the entry level”

✦ *Academic programming*

- “Information for faculty on how to nurture diversity. Problem with assigning attendance at events students “must” go = they won’t like it, will associate bad things/feelings with it”
- “Coordination of ethnic studies programs”
- “Target classes”

✦ *Institutional programming*

- “I haven’t heard anything from this committee and I am responsible for housing programming”
- “Disability is more common than you think”

3. *What would be the best way to communicate the activities of the council to you: Email; website; public meeting; others:*

- ✦ (3 respondents) email; (3 respondents) website (respondents) Public meetings

III. Please discuss the implications of your results for future implementation of the initiative. Or, what would you change or keep as is?

This has been a very challenging but informative year for the council in general and for myself as the Chair. I believe I have gained a great deal of insight in regards to how to proceed so as to make next year a far more productive year for the DSJ council. It is my belief that the chair will need to take a much more active role particularly as it relates to getting the word out about the council and providing more support to the sub-committee chairs. . There are three objectives that have been identified for the coming academic year.

- ✦ Increase communication among council members and the university community.
 - Develop a webpage that is easily accessible that will keep the university community informed about council activities.
 - Create an electronic drop box so as to provide an accessible method of communication between the Council and University community.
 - Schedule regular meetings with subcommittee chairs.

- ✦ Educate the University community about what inclusive excellence means for the University.
 - Conduct presentations/public meetings similar to what was done at the lunch and learn this spring, which was well received, to various departments and organizations that are a part of the university community. Send out offers to department chairs, department heads, and student organizations to address their staff/members. To that ends, I have a verbal confirmation from the New University Senate president to present at the first Senate meeting in September. I also have a request to address the housing staff. It is my hope that this is only the beginning.
 - Post the video of the presentation that was done on inclusive excellence this spring.
 - Work with the academic sub-committee chair on piloting a faculty development project on the issues of diversity which involves reading a book and organizing a discussion. Their will to two books used in the pilot , titles “Other People's Children” by Lisa Delpit & “Degrees of Inequality” by Ann L. Mullen.
 - Support campus climate sub-committee chair on the development and distribution of the campus climate survey in the fall.

Assessment of Strategic Initiative_4.5 Diversity_____

- ✦ Increase collaboration with local colleges and universities to explore and identify best practices.
 - I will reach out to the Diversity Officers and Council Chairs at local colleges and university that are also engaged in moving their institutions towards inclusive excellence, i.e. UCONN and CSU's to start.

Diversity and Social Justice Council Meeting

9/23/11

12:00-1:00PM

Absent: C. Cid, R. Free, J. Garewski, L. Price

Full Council and Subcommittees reports for this year:

- The Council will move towards action and implementation this year.
- Eunice Matthews-Armstead gave a DSJ presentation to faculty at the Senate meeting this semester. Feedback was positive.
- The subcommittees are making progress and reported on their actions.
- The Assessment of Strategic Initiative 4.5 Diversity report will be included in this year's work.

Academic Programming:

Two books are being promoted on campus: *Other Peoples Children* and *Degrees of Inequality* to provide faculty and staff development and awareness. There will be a book event on November 15 at the Teaching Excellence Seminar. The two books have been distributed to some faculty members. The committee will need additional books to lend to out to faculty and staff. Mr. Hannon approved the request to order additional books from the bookstore and will contact the bookstore to make sure a ten percent discount is applied to the purchase.

University Programming

The goals and objectives for the committee were reviewed. The meeting will reconvene on October 2. This year's goals for the committee will include:

- Look into what the university is doing in conjunction with Diversity.
- Look at what other practices are doing,
- Ensure that diversity methods are offered on campus calendars to move toward being more cohesive.

It was noted that Indira Petoskey of the Intercultural Center is doing really well with diversity awareness and suggested inviting her to a meeting. Walter Diaz suggested identifying representatives to create collaboration among the various organizations and clubs on campus. Also, Housing staff is doing a great job to raise awareness about diversity.

Institutional Viability

The committee went through the process of analyzing data from a request that was sent out to staff regarding the Diversity and Social Justice Council. The committee will meet to decide the course of action in 2-3 weeks and then will report the findings to the full Council. *(See handout for highlights from the different departments.)*

Campus Climate

- The committee met last semester and minor changes were made to the survey.
- IRB survey is complete.
- The final piece is the recruitment email to faculty and staff. Academic Affairs will provide a student worker to help revise the survey. The implemented changes to the survey will be out in October/November. Madeline Fugere will direct the process and meet with Mr. Bill Gammell, who will be doing the analysis, to discuss the time table to run the analysis.

There will be a three step approach to making sure the community completes the survey.

- Students will find a pop-up on the portal, a lottery for the Express Card dollars.

Despina Messologitis suggested giving (one) priority point to students. It is a great idea, but points can only be used for housing.

- Support of faculty to give points to students.
- Recruit student organizations to help promote filling out the survey. For example: the OLAS, International Students Association, West Indian Society, Turkish Club, MALES, and FEMALES.

In addition, a memo will be sent to directors to send to RAs because it is important to get students excited about filling out the survey in order to increase numbers. The survey is ten to fifteen minutes long.

Additional ideas to implement survey include:

- Hold meetings in labs and complete the survey as an agenda item.
- Put flyers on the side of computer monitors at the library and computer labs.
- Target Professors with classes related to diversity to promote diversity survey.

Offers for faculty and staff:

- \$10 gift card for lunch at Chartwells - lottery-choose six people.
- Write letter to Department Chairs to urge Professors to participate in the survey and remind them it is connected to the Strategic Plan.
- Eunice Matthews-Armstead or designee will visit Dean's staff meeting..
- Eunice Matthews-Armstead or designee to attend vice president's direct report meetings to promote survey.

Assessment: A year of action.

- Get website updated for the Council.
- Open communication through community access, bring awareness the Council is a part of the community. Determine a vehicle to use as a result of the lunch and learn response - email and open forum was suggested.

Also, it was suggested to create a blog that can receive feedback from the community, but specifically for the University community only. Luminis and the intranet can provide this ability for a communication tool. Dr. Gomez will set up a meeting with the Chief Information Officer, Joe Tolisano, to discuss using Luminis in house. The Council agreed this is something to look into as a communication tool.

Enice Matthews-Armstead was in contact with other universities such as Wesleyan, UCONN and our sister institutions to collect data on best practices. It was suggested to invite diversity officers from other institutions to a full Council meeting to share and compare processes and procedures. Also, obtain supplemental help from an internship perspective and graduate internships.

Outreach- Eunice Matthews-Armstead will contact the Deans' assistants to schedule a representative from the Diversity Council to speak to their groups.

- Focus on students and retention rates for each major, GPA, ethnicity.
- Focus on how to create conversation on moving toward inclusive excellence.
- Looking for numbers to be evenly distributed, creating a leveled environment on campus, 2 projects: Project Campus, Title III

Research funds are available to support the cause.

Enrollment Management Committee should join in on the efforts of the DSRJC.

The next meeting the President will attend.

Senate was asked for advice last semester regarding the Council's mission statement. Senate was very supportive of the language used.

Eunice was commended her power point presentation presented at Senate.

Conclusion of meeting: 11:50 a.m.

Respectfully Submitted,

Katherine A. Escobar

Handouts:

J. Gomez: Institutional Viability Update

Assessment of Strategic Initiative 4.5 Diversity