Diversity, Race and Justice Advisory Committee

Meeting Minutes

September 11, 2008
8:00 p.m.-9:30 p.m.

Guest:  M. Martin

The following agenda items were discussed:

I. Strategic Planning overview:
   Dr. Maggie Martin reviewed the procedures and steps for the strategic planning process, specifically highlighting the diversity initiative:
   The Comprehensive Diversity Plan will be a five year plan. The following are the steps outlined:
   *Develop 5 year Diversity Plan
   *Present at University Meeting in January
   *Strategic Plan Steering Committee will post the Diversity Plan on the web for community comment
   *Comments will be sent to Steering Committee and Co-Chairs
   *Diversity Plan goes to University Senate for discussion in February
   *Present Diversity Plan to Steering Committee in mid-March for action
   Another goal outlined was that the committee should connect with other initiatives: i.e. 1st Year Program, Campus Culture, Residential life, in developing a plan.

II. Subcommittees:  Three subcommittees were formed, and chairs were assigned for each subcommittee
   Campus Climate: Madeleine Fugere, Chair
   Recruitment/Retention/Promotion: Eunice Matthews-Armstead, Chair
   Diversity Competence: Constance Belton Green, Chair

III. Meeting schedule:
   The diversity race and justice committee will meet every other week. The next meeting is scheduled for September 25th at 8:00 a.m.
   Subcommittees will meet on alternate weeks, reporting work products to the full committee at regular meetings.
At the next meeting: subcommittees to develop plan to handle their areas and bring to the main meeting. Things to consider:
  o What is now – what we do well?
  o What is vision of where we want to go?
  o What kinds of information are you looking at?
  o What kinds of questions?
  o Develop an action chart and framework for subcommittee work.
  o Add membership at the subcommittee level.

IV. Campus Climate Survey:
The committee reviewed general questions and frequency of responses based on the faculty staff campus climate survey. The following was decided:
  o Faculty/Staff survey to be opened for input again.
    2 week window
  o Student survey
    Kevin to put on portal
    Indira to add link to Facebook
    Incentive $100 to put on Cat Card (6 students)
  o 10/09 review sense of numbers coming in from student survey to see if it needs to be extended
  o Flyer or brochure from University Relations to distribute to students about the survey with URL link included.

Respectfully submitted,
J. Diane Eubank