

Meeting Minutes

Present: Gwendolyn Boyd, James Calvin, Caroline Laguerre-Brown, Charlene Moore Hayes, Ifeanyi Anidi, Shabina H. Bahl, Lorie Benning, Allison Boyle, Carlos Braxton, Pammie Crawford, Sheila Fitzgerald, Adil Haider, Janet Harding, Peggy Hayeslip, Andres Hernandez, Susan Kuhn, Ronald Lambert, Brandyn Lau, Rachel Lee, Mindi Levin, Pamela McCann, Khadijah Mitchell, Charlene Moore Hayes, Steven Ragsdale, Karthik Rao, Delora Sanchez, Fernando (Ricky) Santico, Stephanie Webb

Absent: **Ivan Adames, Addisu Mesfin, Sylvain Raoul Kouamou**

Also in attendance was Linda Daley-Atila, Administrative Coordinator - OIE.

I. Welcome and Remarks

The meeting was called to order by Chair Gwen Boyd.

II. Introductions

Chair called the meeting of the Diversity Leadership Council (DLC) membership to order. Council support member Linda Daley-Atila distributed an agenda, DLC Sub-Committees descriptions, Sub-Committee Sign Up sheet and minutes from the August 25, 2010 Diversity Leadership Council Retreat. Members introduced themselves by providing their names, divisions, time on the DLC, etc.

Members were asked to review the revised contact list for accuracy. Any corrections should be referred to Linda Daley-Atila in the Office of Institutional Equity.

II. Review and Approval of Minutes from 2010 DLC Retreat

The minutes from the 2010 DLC were reviewed and approved as presented.

III. 2010-2011 Meeting Schedule

The Chair went over the upcoming 2010-2011 meeting schedule. It was brought to the committee's attention that the date of the next meeting was incorrect. The correct date is: **Wednesday, October 20, 2010 at APL, Barton Room**. There will be no meetings in November this year because the conference will take place on **November 4, 2010**. For those members who intend to drive to APL, carpooling was encouraged. Parking is extremely expensive in the area. As APL is a secure facility, members were advised to be prepared to present proper identification to security personnel.

IV. Review of Sub-Committee Description & Distribution of Sign-Up Sheets

Chair reminded all members to sign-in for attendance. Also, Members were encouraged to sign-up for positions on various sub-committee groups. Descriptions of the current sub-committees were available for review. Caroline Laguerre-Brown stated that the sub-committees are the heart and soul of the DLC and that everyone is encouraged to sign up to be a part of a committee. Ms. Laguerre-Brown went over the general parameters regarding the objectives of the Sub-Committees. Ms. Laguerre-Brown stated that these descriptions were based on past knowledge and discussions at the retreat, and noted that the descriptions are not set in stone. She further stated that after the initial meetings, sub-committee members can discuss what the goals, missions and objectives should be for this coming year and then come back to the full body with groups' objectives and plans for the upcoming year. Ms. Laguerre-Brown informed the members that a category was omitted from the initial distribution of the DLC Sub-Committee descriptions for 2010-11 and advised the group to include Conflict Resolution/Ombuds Office Sub-Committee as one of the sub-committee choices. Ms. Laguerre-Brown stated that we will end the meeting a little early so that all the members could break off into the smaller sub-committees to talk with each other and to schedule the sub-committees' first meetings.

V. Sub-Committee Reports

a) Climate Survey Sub-Committee – Standing Sub-Committee

James Calvin stated that for the new members on the council, one of the important bodies of the DLC's work is the faculty and staff climate surveys. He stated that based on the DLC's experience with the first Student Climate Survey, a lot was learned and that that knowledge was utilized when the 2010 Student Climate Survey was administered last Spring. Dr. Calvin stated that there was a significant response rate from both undergraduate and graduate student populations. He further stated that the sub-committee met several times, once in the summer and early this fall semester and that plans are in place for the preparation and distribution of a summary report as well school specific data to the deans. Dr. Calvin explained that that data will be used in planning and conversations as it relates to academic and student life.

Lorie Benning stated that 2,027 individuals responded to the survey and that 28% of the respondents were under graduates, she doesn't know what the percentage was for the previous student survey but understands that it was much higher. Ms. Benning

stated that the participation rate for the 2010 Student Climate Survey was better than the previous survey.

Ms. Benning stated that she is in the process of putting the overall data results together. She will put together a full report of the overall results with the frequencies and percentages for the approximately 10 demographic questions that were asked and about 30 questions that were asked. Following this report, the data will be distributed to the each of the 13 divisions. The full report will be stratified by race, gender, sexual orientation, and people with disabilities. Ms. Benning stated that her intention is to have summary data ready for the next DLC meeting on October 20, 2010 and that the summary report will definitely be ready for distribution for the November 4, 2010 DLC Conference.

Steven Ragsdale posed the question of whether there will be any overlap between with the assessments sub-committee and the climate survey sub-committee. There was some discussion regarding the possibility of linking the assessment sub-committee with the climate survey sub-committee. There was agreement that the work of the two groups do overlap.

Gwen Boyd applauded the work of the climate survey sub-committee in improving the participation rate on the Student Climate Survey...

Dr. Sheila Fitzgerald posed the question of what will be done with the data after the Deans receive it. Gwen answered the question by saying that the information will be given to the President and then they meet to discuss any metrics that are out of normal limits and how the University plans to move forward. She also mentioned that Caroline Laguerre-Brown has a meeting with each of the Deans each year to discuss their Diversity Plans and the report will be highlighted during these meetings. The Diversity Plans are all posted on the OIE website for every division. The local Diversity Leadership Council's inside each division should be engaging in a dialogue with the leadership at each of the schools to say, "What have you done with the information from the last Climate Survey and can you talk with us about that and what elements of the plan relate to that Climate Survey?" Ms. Laguerre-Brown stated that this dialogue with leadership should be initiated in the spirit of partnership. She encouraged members to offer ideas what can be done to improve climate and to provide their feedback about the climate survey data.

Gwen Boyd stated that it would be a good idea to re-institute the practice of inviting each Dean to the DLC and engage them in a dialogue about their diversity and inclusion efforts.

VI. November 4, 2010 - Diversity Leadership Conference

Ben Carson will be our luncheon speaker and we are excited about that. We are still trying to finalize our plans for the morning speaker.

Workshops: we received 23 proposals and the sub-committee had a preliminary meeting on September 27, 2010 and we are happy to have new sub-committee members on the conference planning side but we thought it was important to look at the proposals so that we can get the registration site up and running by the 10/30/2010. We are really pleased with the proposals we received on Civility, Communication, and Disabilities but did not receive any proposals on LGBT issues or religion. Allison Boyle is trying to get a group from American University to present a Safe Space training which is really geared toward building the knowledge base for faculty and staff on creating a Safe Space for LGBT members of our community.

Moderators and Volunteers: Moderators, volunteers and umbrella people are needed. Moderators introduce the workshop sessions and collect the evaluation forms. "Umbrella People" will assist registrants with accessing different venues at the Homewood campus. If you would like to help out in any of these positions, please contact Caroline Laguerre-Brown or Linda Daley-Atila.

There was a question about having video conferencing at least for the keynote speakers and about making the PowerPoint presentations available for viewing online. There was some discussion about the potential impact of video conferencing on attendance. It was agreed that video conferencing should be explored and that the presentations should be made available after the conference.

The meeting was adjourned by Gwen Boyd (Chair). The next meeting will be at APL on 10/20/2010.