Diversity Task Force  
Wednesday, September 26, 2012  
8:00 AM

Meeting Minutes

The first meeting of the Diversity Task Force began at 8:10 am.

Dr. Kitchen and Jessica Rentto, co-chairs of the task force, welcomed the group and thanked everyone for their willingness to serve on this very important action-based committee.

The co-chairs reiterated the importance of our tight timelines. Draft of our document is due February 1, 2013. We are striving to complete the document prior to the end of the fall semester.

List of task force members was distributed.

Introductions of task force members were made. Each member was asked to give a main goal for this document. These goals included:

1. Understand the baselines, determine where the gaps are and come up with concrete, attainable goals.
2. Plan of action very important. Come away with significant action steps that are measurable for the university.
3. Bring the task force goals back to the workforce and integrate them accordingly.
4. Take the task force goals and leverage them to the next level within our company and culture.
5. STEM initiatives very important. Diversity needed in these fields.
6. How do we fund the educational missions / programs that support diversity?
7. Develop competent multi-cultural practitioners on campus and in the community.
8. Creating a “community” for students on campus.
9. Hoping to gain some cultural inclusion reflected in the policies and activities that govern faculty and staff.
10. Identify all diversity initiatives on campus and determine what do we need to do.

Campus engagement will be very important. Our **Open Forum** is scheduled for Wednesday, October 3, 8:30 – 9:30 am, Fowler Athletics’ Auditorium.

Dr. Aaron Bruce will facilitate the Open Forum, with a question and answer format. What are the area(s) of concern? Where do we need to go? How do we feel? What is lacking? What are we doing right? What are we doing wrong?

Encourage all interested groups, internal and/or external to the university, to attend the Open Forum.

Co-chairs discussed the importance of focusing on the five questions presented in the Charge letter. These questions were created from comments and input from the campus and community. We are hoping that our Open Forum will provide more questions for us to consider and explore.

The Charges’ five questions need to be supported by action items that are tied to the goals. We need to develop attainable and realistic goals. It will be very important to stay focused.

We will focus on one or two questions at each meeting.

There is an abundance of data available. Please feel free to share your information with the group. In our efforts to remain environmentally sensitive, it was encouraged to use technology with distribution of information, data, etc.
Discussion about funding of proposed programs / initiatives. Vice President Roush and Associate Vice President Burns will play a critical role in identifying funding resources.

Additional comments regarding the Charge included:

1. How are policy and procedures reflective of diversity goals?
2. What are the “opposing” forces, conflicting goals and/or priorities?
3. What do the other Charge letters present? Are there competing issues / concerns that we, as a Task Force, need to be aware of?
4. How do we operationalize the HSI status? Initiatives need to benefit the Latino/a students.

It was recommended that Task Force members review the Strategic Plans’ website, which contains a lot of good information.

To encourage and support staffs’ attendance at the open forums, an email will be sent outlining departmental operational guidance to supervisors.

Our next Task Force meeting is scheduled for Wednesday, October 10th, **9:00 – 11:00 am**, Student Affairs’ Conference Room, Student Services West, Room 2640.

**Please come prepared to discuss Question #1:**

“The university prides itself on our diversity and the role our diversity plays in accomplishing our educational, research and community service missions. Given our current initiatives and our data on student, faculty and staff diversity, evaluate the state of the university’s diversity initiatives. Should we consider pursuing different and/or additional initiatives? Are there groups that face special challenges in our community? How can we build on our current traditions and initiatives to address these challenges?”

Meeting was adjourned at 9:15 am.