

University Diversity Committee

Meeting Minutes

February 15, 2011

I. Call to Order

Dr. Salome Nnoromele called to order a regular meeting of the Eastern Kentucky University Diversity Committee at 1:37 p.m. on February 15, 2011, in the Student Services Building, Room 549.

The following members were in attendance, confirmed by sign in sheet.

Mark Merriman	EKU Police Department
Jenny Allen	Equal Opportunity/ Affirmative Action
Joe Ryan	First Year Programs
Sara Zeigler	University Programs
Gladys T. Johnson	Co-op
Roger Duvall	WEKU
Jane Tinsley	NOVA/TRIO
Debbie Sowers	McNair
Sandra Moore	University Diversity
Sheila Pressley	Environmental Health Sciences
Socorro Zaragoza	Foreign Languages and Humanities
Sandy Hunter	Emergency Medical Care
Salome Nnoromele	AFA/English
Teresa Belluscio	OSID
Emily Campbell	University Housing

II. Approval of November 16, 2010 Minutes

Dr. Salome Nnoromele inquired if members had read the minutes previously emailed from the November 16, 2010 meeting. Dr. Sara Zeigler made a motion to approve the minutes for the November 16 meeting, Ms. Gladys Johnson seconded the motion. The minutes were approved by voice acclamation.

III. Items:

Discussion Topics:

Review 2011-2015 EKU Strategic Plan mission/values/vision and goals and strategic directions

Ms. Teresa Belluscio reviewed the EKU strategic plan with the committee. She highlighted goal #3 which references the creation and maintenance of EKU as an inclusive, equitable and diverse environment. Ms. Belluscio explicated the values statement of the strategic plan to the committee and its connection to the campus climate survey.

Campus Climate Survey 2011

Dr. Nnoromele asked the committee to look at the campus climate survey in connection to the strategic plan mission, values, vision and goals; specifically goal #3 of the strategic plan. Dr. Nnoromele noted very little can be altered in regard to the campus climate survey, due to the survey's established baseline. The committee engaged in discussion regarding methods of encouraging campus participation with the survey. Dr. Nnoromele discussed methods implemented last year that effectively boosted campus participation. Possible techniques shared and discussed with the committee were incentives such as gifts designed to increase student interest and participation.

Methods of Dissemination

The committee discussed campus distribution of the survey. Utilization of strategically placed kiosks was discussed as a viable option for survey dissemination. Committee members discussed inclusion of the Stratton building as a possible survey site and issues involving survey duplications; it was suggested duplications could be avoided by requiring students, staff and faculty login using their unique EKU banner/direct login identification information. Dr. Nnoromele noted Institutional Effectiveness can change the survey if necessary, she informed the committee surveys disseminated using Zoomerang cannot be altered.

Timeline and Budget

Ms. Belluscio discussed aspects of a possible timeline regarding activities surrounding the campus climate survey. Ms. Belluscio shared possible activities for inclusion in the campus climate survey timeline. The timeline was proposed to include dissemination dates of the survey targeted to align with the student advising period. She discussed the possibility of starting early in the process of hiring student help and indicated the tentative dates for dissemination of the survey as October 2011 through December 31, 2011. Ms. Belluscio reviewed the budget for the campus climate survey as \$3,000. She shared with the committee current budget funds have been allocated to the diversity breakfast and for the employment of a student worker.

Survey's Impact

Ms. Moore prompted the committee to discuss campus community implications involving the campus climate survey. Ms. Belluscio shared details involving a previous meeting with President Whitlock discussing the campus climate survey, she noted the information gleaned from the campus climate survey has been used throughout various campus entities to enhance diversity related information. Ms. Moore reviewed the survey's alignment with the diversity

planning timeline and the 2011-2015 strategic plan. In conjunction Dr. Nnoromele shared with the committee the impact of the campus climate survey. She expressed to committee that the survey has opened up the community and how they think about diversity, she further noted the campus climate survey has received administration support and diversity related events on campus have received more support due to the positive influence of the campus climate survey.

IV. Reports

Issues Concerning Curriculum

Dr. Sara Zeigler and Dr. Sandy Hunter shared a report concerning diversity related issues and curriculum. Dr. Zeigler reported diversity plans across the University are in the process of development and the curricula development is designed to fit into the whole University. Dr. Zeigler shared General Education is receiving an evaluation regarding diversity requirements. In addition it was reported hours required to satisfy general education requirements are high at ECU, the committee determined diversity a necessary component. It was also reported the Associate Provost for Academic Affairs desires curricula changes to occur by fall 2012. Ms. Moore noted the Diversity Planning Council's support of such initiatives.

Alphabet Center Discussion

Dr. Nnoromele opened the committee to discussion concerning the campus organization, the ECU Alphabet Center. She referred the committee to an email sent courtesy of the Alphabet Center previously disseminated to community partners and partners of the Alphabet Center. The committee engaged in brief discussion concerning events and actions of the Alphabet Center and its impact on ECU diversity initiatives. Ms. Moore circulated a flyer which delineated the fairness ordinance, an event sponsored by the Kentucky Commission on Human Rights, the Richmond Commission on Human Rights and the ECU Alphabet Center. Ms. Moore volunteered to forward copies of the Alphabet Center email to committee members.

Diversity Chapter Discussion

Ms. Belluscio and Ms. Erin Barnett, Coordinator of Orientation Courses, presented information on first year courses engaged in teaching diversity topics. Ms. Barnett reviewed and discussed the proof of chapter 8 of the GSO textbook titled "Celebrate." Ms. Barnett highlighted the internal processes involved in generating content. She noted existing paradigms were used as examples in the chapter development process.

Dr. Nnoromele queried Ms. Barnett regarding how the textbook applies definitions. Ms. Barnett explained Ms. Marta Miranda was the person charged with the task of creating applications for textbook definitions. Dr. Hunter suggested the textbook could be enhanced through inclusion of real life case studies. Ms. Barnett informed the committee the of the textbook's deadline for printing, the deadline is April 1, 2011. Ms. Belluscio solicited future suggestions from the

committee as a collaboration component and possible enhancement to the diversity chapter; she stated activities and reflections that incorporate definitions into content are needed.

The committee engaged in dialogue concerning possible methods of enhancing the current diversity chapter. Ms. Barnett noted the instructor Blackboard site will be a viable option for the future inclusion of diversity related activities. Ms. Jane Tinsely commented that activities selected for inclusion should relate to a cultural competence piece and possibly explore self-analysis of biases. Ms. Jenny Allen informed the committee of the Implicit Association Test, a personality test which measures the respondent's potential biases in regard to numerous variables. Dr. Hunter suggested the chapter include a service learning component which encourages community multiculturalism. Ms. Gladys Johnson recommended moving definitions to the back of the textbook. Dr. Hunter volunteered to develop paragraphs and text for the diversity chapter. Dr. Zeigler proposed the development of a timeline highlighting transformative events in civil rights history for inclusion in the diversity chapter.

Ms. Belluscio informed the committee the chapter will be emailed prior to the next UDC meeting and welcomed suggestions that will enhance the current diversity chapter content.

UDC Website

Ms. Belluscio shared with the committee the latest in developments pertaining to the UDC's website. She shared the UDC hired a student worker to assist with enhancing and updating the current UDC website. Ravi Yadlapalli is scheduled to work 5 hours a week as the UDC's web assistant. Ms. Belluscio reviewed the current UDC website with committee members. Committee members noted the following corrections for Yavi to ameliorate as soon as possible.

- Minutes section for Spring 2010 needs "October" removed and placed in correct section
- All word documents available on website need to be converted to PDF and reposted
- Additional graphics

Dr. Nnoromele explained necessary edits to Mr. Yadlapalli.

Pregnancy Resources

Ms. Moore reported she currently did not have any progress to report in reference to the campus pregnancy resources discussion with Tamala Cox. She offered the item to the committee for additional support. Ms. Debbie Sowers offered to take up the item and prepare information for a report next scheduled committee meeting.

State-Wide Diversity Plan and ECU Plan

Ms. Sandra Moore shared a report on the state-wide diversity plan meeting with the committee. She highlighted the beneficial aspects of the state-wide diversity plan meeting noting the opportunity for all stakeholders to discuss the state-wide diversity plan.

Ms. Moore shared the Council on Postsecondary Education's deadline of March 15 for the diversity plan with the committee. Ms. Moore projects changes will need to be made in regard to the diversity plan and reported she thinks the deadline will be met. Additionally, Ms. Moore shared details regarding a retreat with the purpose of writing the diversity plan that included the appropriate campus leaders. Ms. Moore was available for further discussion and questions.

V. UDC Events

Dr. Nnoromele discussed upcoming UDC events with the committee. She reviewed the possibility of a Martin Luther King Jr. event with the African American Studies department. Additionally, Dr. Nnoromele noted the University Diversity breakfast is scheduled for fall 2011, an event open to the Richmond community. The committee engaged in dialogue related to possible UDC events. Committee members discussed the Office of Multicultural Affairs and its possible role in future UDC events in addition to the role of city organizers in local diversity oriented events. Dr. Nnoromele noted the budget for the diversity breakfast is \$2,000. The committee engaged in discussion related to the role of the Commission on Human Rights and its role in possible diversity events.

IV. Adjournment

With no further items to discuss, Dr. Zeigler made a motion to adjourn, Dr. Sheila Pressley seconded. The University Diversity Committee adjourned at 2:43 p.m.