

**Eastern Kentucky University
University Diversity Committee**

Meeting Minutes

Subject: UDC Meeting

Chairperson: Belluscio, Teresa; Nnoromele, Salome

Date: 10/22/2007

Start Time: 1:00 PM

End Time: 2:15 PM

Duration: 01:15

Location: Library 208

Members Present: Belluscio, Teresa, Chandra, Vigs, Cozart, Melissa, Johnson, Gladys, King, Amanda, Matthews, Betsy, Nnoromele, Salome, Richmond, Rich, Scott, Tracy, Sutherland, Nicholas A., Thomas, Deneia, Wallace, Clarence, Welker, Mark A.

Regrets:: Bauer, Adrienne, Crowe, Loni, Fifer, David T., Holbrook, Wyndee, Stewart, Kimberly, Vice, Janna, Zeigler, Sara

Absent: Byrn, Stephen (Alternate for Kimberly Stewart), Coleman, Zenetta M., Cornett, Shirley, DeSeze, Perrine, Fomundam, Kenneth A., Gilbert, Kathy, Glover, Matthew T., Johnson, Wardell, Kirkpatrick, Kristie, Moore, Sandra,

Contacts:

Smith, Sharon G. (Contact for Kathy Gilbert); Chirumamilla, Sankarrao (UDC Web Manager),

Resource: Zabawa, Debbie

Agenda:

1. Call to Order
2. Discussion of Current Events
3. Campus-Wide Diversity Awareness Campaign
4. Training: Culturally Competent Advertising
5. Campus Climate Survey
6. Other items:
 - a. Aids Awareness Day
 - b. The Diversity Factor
 - c. Chronicle of Higher Education Quote

Meeting Summary

1. **Call to Order (Belluscio, Teresa)**

- Welcome
- Introduction of all committee members (**Committee members in attendance**)

2. **Discussion of Current Events (Nnoromele, Salome)**

Should the Diversity Committee formulate a plan for enhancing conversations on race and diversity on campus, in light of several racially charged incidents in this campus and others around the country?

- Presentation of US map with a noose watch article (**Nnoromele, Salome**)
- Do we wish to create sub-committees to talk about issues related to race and diversity on national, regional and local levels? (**Nnoromele, Salome**)
 - Suggested a subcommittee be formed via list serve to share national, regional, and local information related to race and diversity. (**Thomas , Deneia**)
- SGA-Sponsored NWC Group: How does this approach dispel stereotypes and how should UDC become Involved? (**Nnoromele, Salome**)
 - View NWC video presentation as a group (**Johnson, Gladys**)
 - UDC should take the responsibility to assist with or sponsor a forum following the NWC event (**Johnson, Gladys; Welker, Mark**)

3. **Campus-Wide Diversity Awareness Campaign (Belluscio, Teresa)**

Publications could be created as visual reminders that would include the University Diversity Committee mission statement. The publications would be placed in strategic locations. The UDC wants to change people's mindsets.

- Diversity poster
 - The poster could read, "Diversity: The Source of Our Strength"
- Diversity calendar
 - A calendar can be created with photos of people; rather than buildings
 - Can be combined with national holidays, highlighting diversity events
- Diversity booklet
 - Booklet/brochure should include statistics on diversity on ECU campus
 - Pull together a group of diverse students who can help to create a booklet

4. **Training: Culturally Competent Advertising (Belluscio, Teresa)**

A webinar through Diversity Inc. focuses on culturally competent advertising. This cost is \$225.00 to participate. Is this the sort of training we may benefit from to attract diverse employees/faculty?

- Perhaps the UDC could offer the webinar through Human Resources
 - HR could provide advertising
 - We would get the PowerPoint, then use to train others
 - Open-invitation to faculty and staff
 - Strategic in timing [of year]
 - UDC could provide food (pizza)

5. **Campus Climate Survey (Belluscio, Teresa)**

Feedback on survey was most appreciated.

- Survey students, faculty and staff
- Please provide feedback
 - Religion statistics should be included (**Sutherland, Nicholas**)
 - Sexual orientation should be included (**Wallace, Clarence**)
 - Exclusive purpose disclaimer should be included (**Zabawa, Debbie**)

6. Other agenda items:

Aids Awareness Day (Wallace, Clarence)

World Aids Day is December 1st. Pride Alliance, HEAT, and the Office of Multicultural Student Affairs is planning to hold a week long AIDS Awareness Week for the campus. Opportunities are available if a department, organization or person would like to assist, provide comments, suggestions, or support. Get in touch with Clarence if interested in participating.

- EKU’s AIDS Awareness week is November 26 – December 1
- A memorial vigil will be held for those who have lost someone to AIDS
- A section of the AIDS Quilt is on reserve to be displayed at the Powell Building
- Each day a different organization or department will pass out the informational packets

The Diversity Factor (Belluscio, Teresa)

An article on sustainable efforts of a diversity group was distributed to the committee. The committee was asked to read the article independently.

Chronicle of Higher Education (Belluscio, Teresa)

The committee was encouraged to read the September 28th “Diversity of Academe” issue, Section B, of The Chronicle of Higher Education. The whole section is about Diversity, but focus particularly on the following:

- Article, pages B10-B11, "Gay Professors Face Less Discrimination"
- Article, page B21, look at Kentucky's percentages with regard to minority
- Article, page B36, " 8 Crucial Steps to Increase Diversity"
- Advertisements: Observe how the ads incorporate and invite diversity

1. Actions and Issues Opened In this Meeting

New Actions (6):

| # | Status | Raised by | Owner | Due | Title | Comments |
|---|--------|-----------------|--|----------|--|--|
| 1 | Open | Johnson, Gladys | Belluscio, Teresa Nnoromele, Salome | 11/26/07 | <u>Obtain a copy of the NWC Video Presentation</u> | 10/22/07: Gladys Johnson said the video can be obtained |

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|---|------|-------------------|-------------------------------|----------|--|---|
| | | | | | | through the SGA |
| 2 | Open | Thomas, Deneia | Thomas, Deneia; Chandra, Vigs | | <u>Sub-Committee Invite via List Serve</u> Suggestion that a list serve is created to invite committee members who would wish to serve on a sub-committee. The sub-committee would share national, regional, and local information related to race and diversity. | 10/22/2007: Vigs Chandra volunteered to assist in creating a sub-committee |
| 3 | Open | Belluscio, Teresa | UDC | | <u>Creative design committee</u> | 10/22/07: Gladys Johnson wishes to serve on design sub-committee for campus-wide diversity awareness campaign |
| 4 | Open | Belluscio, Teresa | Belluscio, Teresa | | <u>Ask Human Resources to Provide Training</u> Concerning how we advertise for recruitment | 10/22/07: Teresa will begin promoting by asking HR for input |
| 5 | Open | Belluscio, Teresa | Belluscio, Teresa | 11/26/07 | <u>Background on How Survey Began</u> At next meeting we will discuss updates to survey | 10/22/07: We need to measure diversity on campus in order to meet strategic plan mandate |
| 6 | Open | Belluscio, Teresa | Committee members | 11/26/07 | <u>Provide Survey Feedback to Co-Chairs via Email</u> | |

New Issues (4)

| # | Status | Owner | Due | Title | Comments |
|---|--------|-------------------|-----|---|---|
| 1 | Open | Committee | | Follow-up After NWC Group Visit | UDC should take the responsibility to assist with or sponsor a forum following the NWC event |
| 2 | Open | Thomas, Deneia | | <u>Diversity Climate in Faculty & Staff Environment</u> | Does UDC keep a finger on pulse of faculty/staff with regard to diversity? Climate is an issue when diverse groups are hired to faculty and staff |
| 3 | Open | Nnoromele, Salome | | Plan Development for Structured Diversity Introductions | Because isolation exists, UDC needs to consider developing a plan [of structured] groups similar to <i>Meet & Greet</i> |
| 4 | Open | Nnoromele, Salome | | The UDC budget could be utilized for the sustainable purpose of creating diversity publications | \$3000.00 is the annual budget we have to work with; we can request more money if needed. |

2. Open Actions and Issues Prior To This Meeting

Old Open Actions (0)

| # | Status | Owner | Due | Title | Comments |
|---|--------|-------|-----|-------|----------|
|---|--------|-------|-----|-------|----------|

Old Open Issues (0)

| # | Status | Raised by | Owner | Due | Title | Comment |
|---|--------|-----------|-------|-----|-------|---------|
|---|--------|-----------|-------|-----|-------|---------|

3. Actions and Issues Closed Day of Meeting

Actions Closed Day of Meeting (0):

| # | Status | Owner | Due | Title | Comments |
|---|--------|-------|-----|-------|----------|
|---|--------|-------|-----|-------|----------|

Issues Closed Day of Meeting (0);

| # | Status | Raised by | Owner | Due | Title | Comments | Priority |
|---|--------|-----------|-------|-----|-------|----------|----------|
|---|--------|-----------|-------|-----|-------|----------|----------|

Resources

US Map with Noose Watch Article: <http://www.diversityinc.com/public/2588.cfm>
 Culturally Competent Advertising: <http://www.diversityinc.com/products/item39.cfm>
 The Diversity Factor: http://www.bentley.edu/diversity/documents/Sustaining_a_Long-Term_Diversity_Change_Initiative.pdf
 The Chronicle of Higher Education: <http://chronicle.com/>

Additional information:

UDC meeting schedule (Regular meetings on the fourth Monday of the month at 1pm, except in December, as shown below. Meetings will take place in Library 208)

| Fall Semester | Spring Semester |
|---|-------------------------------|
| October 22 | Jan 28 |
| Nov 26 | Feb 25 |
| Dec *10 (*earlier due to Christmas Holiday) | March 24 |
| | April 28 (May - no meeting) |

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