

Diversity Council
October 19, 2009
Minutes

Present: E. Abercrombie, D. Acosta, L. Bilonis, J. Bowen (for P. Shannon-Baker), J. Bryan, S. Butler, C. Collins, H. Ghebre-Ab, T. Guerin, A. Ingber, H. Kegler, M. Livingston, T. Lolli, B. Marshall, R. Martin, D. Meem, D. Merchant, C. Miller, E. Owens, B. Rinto, K. Robbins, K. Simonson, A. Vamadeva, G. Wharton

Guest: D. Rieselman

New Members

L. Bilonis welcomed new members H. Ghebre-Ab representing Clermont and R. Cushing replacing M. Leventhal.

The Community Collaborations Report will be held over to the November meeting.

UC Magazine

M. Livingston noted each member of the Council had ten copies of the UC Magazine diversity issue. They are to be shared with those that would benefit from this special publication. He praised the work of the communications team – G. Hand and B. Marshall – and special recognition for D. Rieselman whose personal passion led this project. This special issue puts a wonderful face on the university in terms of diversity and highlights exceptional people and programs. He has shared the publication with corporate entities, IUC and other groups. Feedback from within the university and the external community has been overwhelming. D. Rieselman commented on feedback she has received and one of the common themes is that “UC is making too much of diversity”. All agreed it was an excellent publication and applauded D. Rieselman’s work.

Goal Planning

L. Bilonis noted the new version of the working document for integrating diversity and inclusion in the university planning process (distributed). He and M. Livingston have shared this plan with many of the governance structures – President’s Cabinet, Academic Operations Council, Provost Committee on Faculty Diversity and soon to go to Student Senate and Faculty Senate Human Relations Committee. As each group reviews it, the document/plan continues to be enhanced. It was decided to pull it back from becoming a part of UC|21 as the new president’s plans are unknown. Instead it is tied to the university’s mission statement which reflects diversity and inclusion. In this format, no matter what plans the new president develops, it is anchored to the mission statement which will not change as the Board approved the revision in 2008 to include diversity and inclusion. The ultimate goal is to make diversity and inclusion a permanent part of the university planning process. Diversity will always be part of the process as it is embedded in the mission statement. The process, which is the prerogative of the president, may differ but the result is the same. The larger issue remains the same – all individuals will be required to include diversity and inclusion in

their goals and objectives and will be evaluated in the annual process by their supervisor. Additionally, there will be a separate document for all to report back to supervisors and eventually to the Chief Diversity Officer. Once information is received, M. Livingston will format it to share with the Diversity Council to review all data from across the breadth of the university in preparation for a report to the President. M. Livingston reviewed the document and noted the critical areas that will guide the unit's evaluation process; it was noted that not everyone will have items under each category. L. Billionis noted that in the Deans vetting process, they had concerns about being held accountable to raw numbers. However, if one cannot commit to numbers, then one is encouraged to create the groundwork for getting to that ultimate goal. The focal point will vary by units and other means should be considered when creating these goals. As the process evolves, firm goals will be expected. There was some concern expressed about the legality of mandating numbers and not rewarding someone for reaching that number. It's been agreed that this type of language should be avoided.

E. Owens expressed his satisfaction with the process when compared to other companies in the community as they have spent years working on diversity and seen very little progress. The university's progress is phenomenal due to the leadership moving it along.

K. Simonson stressed the importance of providing directions to the units as they establish their goals. M. Livingston responded that he is working to create instructions as noted on page five of the "integrating diversity and inclusion in university planning" document. Units should not report plans, but report activities.

A. Vamadeva raised a concern about the curricular/cultural competence criteria. M. Livingston responded the units will define activities they wish to pursue. This provides an opportunity for the faculty to report their activities in this regard.

Diversity Plan

L. Billionis reported the president charged the Council to develop a Diversity Plan. The President's Diversity Task Force was charged to develop initiatives around race and ethnicity. The Council is now asked for a more generalized 3-5 year diversity plan to develop processes so the outcome will have substantial wisdom. M. Livingston has begun drafting a framework for the plan. He has created a template with each categorical area listed with a definition, current status, metrics and plans for three and six years out. L. Billionis proposes a steering group be formed from within the Council to steer this project. One way to populate this group is to use the current subcommittee co-chairs but he also welcomes self-nominations. He will follow up with a note to the Diversity Council about the formation of this group. L. Billionis noted the formation of the Diversity Plan is significant in terms of parameter setting. Units will develop their goals to be responsive to this plan.

K. Simonson requested data and reports from previous years as a starting place. C. Miller responded there will be a big baseline shift due to changes in federal reporting.

CDO Report

Meetings with President Williams - The Diversity Council Steering Committee will meet with President Williams on 11/9 and the full Council will meet with him on 12/14.

Budget – M. Livingston reported once priorities are identified, the budget will be determined. The steering committee will formulate a budget request. Continuing activities such as the incentive awards and the Diversity Conference will then be determined.

Gay Rights – M. Livingston expressed his pleasure with President Obama’s speech to the Human Rights Campaign. On a related note, the LGBTQ position has the full support of the deans for permanent funding. When funding priorities are requested in the budget planning process, this request will have the added weight on the deans’ support.

Inter-University Council Chief Diversity Officers – M. Livingston reported IUC is interested in putting together a CDO organization for the state of Ohio to share best practices. He and M. Stewart from OSU will be asked to convene the group.

NURFC - As a member of the National Underground Railroad Freedom Center Board, M. Livingston has been working with the Ohio delegation to support Representative Boehner’s bill placing the Freedom Center in the federal organizational structure that would then provide an annual operating budget of \$5M. The congressional black caucus has endorsed this move. UC has been developing a “more formal” relationship with the Freedom Center including joint positions, joint programming and even the possibility of an endowed chair. This information is important to share given the many different directions that UC’s diversity initiatives are taking.

NAACP Dinner - On 10/16 the NAACP Freedom Fund Dinner was very well attended including the following members of the Diversity Council – J. Bryan, K. Simonson, E. Owens and M. Livingston. Special thanks for their participation

Operating Manual

B. Marshall reported she is making revisions to this document so it comports with the Diversity Plan.

The Ethnic Reception is 10/20, 4 PM; all are encouraged to attend.

Minutes approved by L. Billionis and M. Livingston.

Future Meetings

Monday, November, 16, 1:30

Monday, December 14, 1:30

Monday, January 11, 1:30

Monday, February 15, 1:30

Thursday, March 18, 1:30

Monday, April 26, 1:30
Thursday, May 27, 10:00
Monday, June 28, 1:30
Thursday, July 29, 10:00

Distributed: 10/30/09