

Diversity Council
May 7, 2014
Minutes

Present: C. Beer, N. Darling, B. Elliot, G. Glazer, T. Guerin, R. Hays, M. Hughes, C. Lewis, B. Marshall, R. Martin, L. Newman, C. Short-Thompson, L. Smith, N. Urbina, C. Witherspoon, R. Zierolf

C. Short-Thompson welcomed all to the meeting and stated that the session will be used to brainstorm about how the Council operates moving forward.

B. Marshall thanked all members for their participation on the Council and asked everyone to provide honest feedback on the future structure. She distributed the description of the Council's responsibilities.

HIGHLIGHTS OF COUNCIL AND ACTIVITIES

- Climate assessment
- Diversity portal
- Good intentions of people to make a difference and enhance D&I across campus
- More council participation in activities
- Representation (broad)
- Free diversity conference

SUGGESTIONS FOR IMPROVEMENT

COUNCIL STRUCTURE

- Define role of council
- More student interaction
- Committees/small group discussions
- Accountability measures
- Too many people on council
- More faculty on council
- More proactive
- Group of influencers

MEETINGS

- More discussion/interaction instead of presentations
- Visit regional campuses (hold council meetings at each campus once/year)
- Video conferencing of campus D&I programs
- Open meetings to UC community – maybe 2/year
- Hold “meet the Council” sessions with the President
- Strike balance between meetings discourse and action – pick battles that lead to results

- Make council meetings engaging and relevant so members know they are making a difference; strike a balance between goals, policies and presentations; put informational items in an email and only have discussion/action items on agenda
- Determine meeting frequency and roles and responsibilities of the council

MEMBERSHIP

- 5 members terming off
- Have a discussion with members who do not attend; identify another rep from those affected units to continue adequate representation
- Continue the two and three year staggered terms

POLICY

- Build infrastructure
- Create a Diversity Council brand/logo
- Incentivize people to participate in D&I who typically do not participate
- Discuss with Diversity Council issues that occur on campus to be on the same page
- Understand roles between the Diversity Council and other units and how we work for the greater good
- Have an executive group (revamp the steering committee) that is representative (faculty senate, staff, students) and they report back to their constituents
- Input from international community to help this population make connections and know of available resources
- Selection of URM in searches; what if dean overrides cultural shift; attract/cultivate talented people; need flexibility in system
- Incorporate D&I in performance evaluation and RPT process
- Make a goal that all colleges/units have a person or team dedicated to D&I
- Define critical success factors and why; what difference will it make
- Improve process for awarding scholarships
- More D&I activities on the home page/university calendar; better promotion

PROFESSIONAL DEVELOPMENT/TRAINING

- Professional development regarding set targets based on research and analytics (UC Economics Center is a resource)
- Training could be embedded in current meeting structure, i.e., Faculty Senate meetings, Council of Deans meetings, etc. and used as a professional development session
- The Diversity Conference could have training components
- Train the trainer for council members

Minutes approved by C. Short-Thompson and B. Marshall.