

Diversity Council
January 11, 2010
Minutes

Present: D. Acosta, L. Bilonis, J. Bryan, C. Collins, S. Downing, H. Ghebre-Ab, T. Guerin, G. Hand, V. Hardcastle, H. Kegler, T. Kershaw, M. Livingston, T. Lolli, B. Marshall, R. Martin, D. Meem, E. Owens, N. Pinto, B. Rinto, K. Robbins, M. Stagaman, A. Vamadeva, G. Wharton

Recap of President Williams' Visit

L. Bilonis opened the floor for reflections from President Williams' visit at the last meeting. M. Livingston noted his commitment to diversity as his success is based on the effectiveness of the Diversity Council and his vice presidents. L. Bilonis commented there has been more discussion among the deans about the implication for a more enhanced approach to diversity and the opportunity to have more people addressing this effort. S. Downing asked if he will base his initiatives off the work of the Council. M. Livingston replied that the President did state he expects the Council to be his eyes and ears and specific requests can be made in the Council's report to him. L. Bilonis recalled his comment about putting "skin in the game" as he expects people making funding requests to demonstrate their support rather than just making a request to him for funds. J. Bryan said the President should use this initial "honeymoon" period to get some momentum and put this issue high on his agenda. M. Livingston stated the Council is looking to him on what direction he wants to pursue and, in turn, the President is looking to the Council for his mandate. L. Bilonis stated this is a chance to anchor these values in the system and get the necessary support as well an opportunity to identify some quick wins. The President did ask M. Livingston to identify 3-6 items he could act on to demonstrate his commitment which he has done and is waiting to hear back from the President. Two examples of his submission include creating a substantial pool of money to help in the recruitment of diverse faculty and designating a portion of the Proudly Cincinnati Campaign to diverse scholarships.

R. Martin stated this could be an opportunity as President Williams is putting his priorities together to submit to him the Council's initiatives and use this as a platform to push the Council's agenda. G. Wharton said this makes the Diversity Plan even more important - what are the goals we are setting as well the individual college plans and how to assess. The President will be looking for accountability. R. Martin expressed concern that she doesn't feel like she can speak for her unit on where they are with diversity, and therefore, does not know how to create a plan for her unit. She is looking for an assessment tool to gauge their thoughts. E. Owens shared many organizations and individuals are uncertain of their status and where they are headed. If people continually struggle with the issue of "where they are", then nothing gets done. There is no entity in the country that has the answer. UC has made progress and should continue with the course of creating a plan and pursue it. M. Livingston noted this would be further discussed under item number two.

Diversity Plan Task Force Discussion/Update

L. Bilonis expressed his appreciation to B. Rinto, D. Merchant and T. Kershaw for leading this effort. T. Kershaw was recognized as a new member to the Council. He reported the task force will have its first meeting on 1/13 and address the importance of giving the stakeholders an opportunity to share their views of diversity and how to develop the plan. Three new members have been added to the task force – K. Simonson, J. Taylor and J. Koschoreck -- to ensure adequate faculty representation and all constituencies are represented. B. Rinto shared their goal is to have the first draft of the plan to M. Livingston by the end of summer.

M. Livingston reported the three co-chairs and he will attend a conference at Clemson University on 1/24 that specifically addresses how to develop a diversity plan for higher education. G. Wharton will attend a workshop in Columbus on 1/28 that is similar in nature. From these two experiences, the task force will bring different perspectives into their work.

M. Livingston and L. Bilonis asked the task force to actively engage members of the Council in the process and discussions will occur at each Council meeting. L. Bilonis stated that if members see items that should be moved along prior to the fall, those should be submitted now; ideas do not need to wait until the Diversity Plan is completed.

Update on Initiatives

L. Bilonis noted the call for incentive proposals was just distributed to the 3D listserv. Deadline for proposals is 2/1; anticipated announcement of awards is the first part of March.

S. Downing reported President Williams is confirmed to participate in the Diversity Conference on 4/14 and may possibly serve as the opening keynote speaker. They have extended the deadline for proposals to 1/19 and encouraged Council members to submit proposals and/or encourage others to do so. They are seeking donations for the conference to keep operating expenses down. Registration opens in February and Council members receive complimentary registration. M. Livingston, L. Bilonis and K. Robinson (P&G) will be presenting on strategic planning for diversity.

M. Stagaman reported on the campus tour program and distributed a list of potential organizations to invite which she and E. Owens created. She asked all to review and send her feedback on the list and names of contacts at the organizations who may have an interest in participating. The program will target 20-25 individuals on the shuttle bus and have one stop to view a “wow” factor; she is trying to identify several “wow” moments that would impress visitors and shared details of one example. She invited feedback on other possibilities. The tour will end with a meal that includes university leaders, faculty, staff and students, and hopefully the President. The tour program will begin in the spring and start up again in the fall with a goal of having six each quarter with the exception of winter. She invited feedback on the list, tour and “wow” moments. E. Owens commented this will provide community leaders with the opportunity to have a

first-hand look at the campus who might not otherwise have the chance to do so and in turn, they will leave with a positive image of the university. M. Stagaman confirmed there would be a focus on diversity and inclusion. N. Pinto suggested offering a tour to those in the community who attend the Diversity Conference. S. Downing noted this suggestion and will follow up on the possibility with M. Stagaman.

NOTE: Attached is a revised invitee list which reflects feedback following the meeting. Please forward additional comments directly to M. Stagaman.

S. Downing reported on the activity of RAPP which was funded by diversity resources. Additionally, funds were used for the Diversity Ambassador Award which will be presented once again at the Diversity Conference.

A Commitment to Diversity and Inclusion

L. Bilonis referenced the newest version of this document which reflected changes from Council members following the last meeting. He thanked all for their feedback and especially to M. Stagaman for developing new language. The Diversity Plan Task Force will now review the document for inclusion in the plan.

Council Membership

L. Bilonis reported E. Abercrombie submitted his resignation from the Council with his desire to provide someone else the opportunity to serve. He will continue to support the work of the Council. F. Bowen has been invited and accepted to join the Council. Additionally, T. Kershaw has been invited to join given his role as co-chair of the Diversity Plan Task Force. The Provost raised the issue of more faculty representatives on the Council. L. Bilonis will consult with Faculty Senate about augmenting the membership in this regard.

Events

M. Livingston reported on the following upcoming events and invited all to attend.

- ML King program – 1/13, 12 Noon, TUC Cinema – President Williams will serve as the keynote speaker.
- Linda Bate Parker Tribute – 1/15, 3-6 PM, Alumni Center
- Ethnic Reception – 2/16, 4-5:30 PM, Mick & Mack Café – President Williams will make comments.
- Celebration of Black Music in June (see schedule below) -- The President may co-sponsor this event which is being chaired by Cintas CEO, Phillip Holloman.
 - The Poster Campaign will run the entire month of June.
 - The Jam Session will be held on Friday, June 18.
 - The Team Development Training is tentatively scheduled for Thursday, June 24.
 - The Main Event is tentatively scheduled for Saturday, June 26.

L. Bilonis concluded the meeting asking all to be on time for these meetings to ensure a timely ending.

Minutes approved by L. Bilonis and M. Livingston.

FUTURE MEETINGS

Monday, February 15, 2:00 **note time change**

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: 1/22/10