

Diversity Council
November 9, 2011
Minutes

Present: L. Billionis, J. Bryan, S. Butler, K. Faaborg, C. Goode, T. Guerin, A. Hagerty, G. Hand, W. Harris, T. Jones, H. Kegler, T. Kershaw, R. Lee, M. Linger, M. Livingston, B. Marshall, D. Meem, D. Merchant, L. Newman, K. Robbins, K. Simonson, G. Wharton, R. Zierolf

Chair Report

L. Billionis noted the first meetings of the two subcommittees occurred just prior to the full Council convening. He referenced the Diversity Plan is now in a formal printed form and that he and M. Livingston are beginning a series of meetings with the governance groups, the first being with Student Senate that same evening.

Subcommittee Reports

D. Merchant shared that the Metrics Subcommittee focused their discussion on how to process the data on the template. They came up with a three-step plan to create a snapshot. They plan to determine the percentage of units who have activities; identify baseline and metrics for 2011-12; identify gaps within the units. HR has good data and plan to create a dashboard for HR. It is critical to have as much information to determine the five-year outcome. D. Merchant encouraged all to think about how to engage the units and the role of the Council. Once the snapshot/scan is created, we should report out of the five priorities identified for this year. Units who do not have items under all goal areas, will be contacted and encouraged to identify items.

M. Livingston shared that he is in receipt of the template from the academic area and others are forthcoming. He distributed a summary document that listed some of the objectives from the template. He noted that Provost Ono has a great deal of pride in his submittal and has committed resources to many of the recommendations.

The objectives that are listed on the template will be put in a structure for review and processing for discussion by the Diversity Council. The Steering Committee will take the feedback from Council and make recommendations to M. Livingston on what should be forwarded to President Williams.

Information from the templates should be shared globally (posted to the diversity web site) and will be unit specific.

M. Livingston reported he and K. Faaborg will be meeting to determine how units will continue this process in their regular planning and evaluation process going forward. He met with S. Butler and G. Wharton to discuss how their respective offices can be utilized in this process. Additionally, he and L. Billionis met twice with the deans who asked for support for this specific information – it is all interrelated.

W. Harris noted the College of Medicine has their own college diversity committee and presumes the same for other colleges and noted there should be a coordinating relationship between the college committees and the Diversity Council.

B. Marshall reported on the meeting with the Communications Subcommittee. They reviewed their targets and identified two purposes – 1) communicate “feel good” stories highlighting activities in the colleges, and 2) research best practices that can be shared with unit heads as they work on their objectives and communicate resources they need in order to achieve their objectives.

Deans Discussion

L. Billionis reported that he, M. McCrate and M. Livingston first met with the AOC (Academic Operating Council) which resulted in a very engaged discussion. The discussion continued at the Council of Deans a few weeks later. They had concerns about how to articulate the goals that would move things forward in the hiring process while avoiding any legal limitations. They also expressed interest in creating appropriate package offers to prospective hires.

L. Billionis stated this is an opportunity for the Diversity Council to be in a new, emerging role as a liaison. The Council needs to learn how to be resourceful in this implementation phase. Many of the deans commented they had never experienced a meeting that was as transparent and effective in moving the diversity initiative along.

M. Livingston confirmed earlier comments made by W. Harris on the need to focus on the culture we are trying to create; the measures and metrics are just tools to gauge progress. The message needs to be non-threatening but strong.

B. Zierolf asked for feedback on ways to envelop graduate students so they are aware of actions to improve the culture. Students would not only benefit from involvement here but they carry this experience with them into their profession after UC. A. Hagerty and M. Linger stated there are many student groups to facilitate this through different ethnic groups and they would give further thought for opportunities.

Diversity Web Site

M. Livingston reported the web site has been upgraded to enhance communications, and he has asked D. Weinstein to manage the site. She joined the meeting and reported most of the changes have been cosmetic and better organization. Links have been referenced rather than including text which has been redundant. Any suggestions are welcome. He acknowledged L. Newman for her work in coordinating the 2012 Diversity Conference. She referenced a video that was made for the conference; the video was shown. D. Weinstein reported she is keeping an active list of ongoing events. She welcomes information on events that can be posted to the page.

CDO Report

M. Livingston called attention to the hiring of the first African American Police Chief, Michael Cureton, and briefly reviewed the process that ensured a diverse applicant

pool. He noted he would be sharing this positive experience with the President's Cabinet and the EOC (Equal Opportunity Coordinators).

Minutes approved by L. Billionis and M. Livingston.

2011-12 Meeting Schedule -- All meetings begin at 8:30 AM in 320 University Pavilion.

December 7

January 4

February 1

March 7

April 4

May 2

June 6

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