

Diversity Council
June 28, 2010
Minutes

Present: T. Bankston (for J. Jackson), L. Bilonis, F. Bowen, S. Butler, C. Collins, R. Cushing, S. Downing, T. Guerin, G. Hand, V. Hardcastle, H. Kegler, T. Kershaw, R. Lee, M. Livingston, B. Marshall, D. Merchant, C. Miller, N. Pinto, F. Reynolds, B. Rinto, D. Smith, G. Wharton

Chair Report

L. Bilonis opened the meeting and welcomed new student body president, Drew Smith who introduced Mark Rooney (vice president). L. Bilonis indicated the main work of the Council is coming from the Task Force for the Diversity Plan. The Task Force has put together a timetable in order to bring the project to conclusion. The focus of today's meeting will be on the process rather than a brain storming session as they have been in the past. The intent is to develop the plan and move it through the university governance vetting process. The hardest part is building concrete objectives that will move the plan toward achievement of meaningful goals (could be quantitative). It was noted some of these objectives may be measured by other means such as programs, process, initiatives, etc. and will require expertise. There is much work to be accomplished between now and the end of year.

Diversity Plan Task Force Update

D. Merchant distributed the proposed timeline that outlined activities for completion of the Diversity Plan by the end of December. She shared plans of the Task Force for their work over the summer. They will be reviewing data and resources to get a sense for a preliminary SWOT (strengths, weaknesses, opportunities and threats). She noted there is reference material on the Diversity Plan Blackboard site which all can access. Additionally, they will be visiting with major stakeholders (vps, deans, academic units) to gain a sense of their objectives and provide an opportunity for a preliminary vetting process. It is their hope that these visits will help pave the way for when official buy-in is needed. Since there will be no meetings over the summer, the Task Force will provide updates to the Diversity Council. She asked if there was any feedback. V. Hardcastle suggested adding to the resource list the diversity plans that each college/unit has created. B. Rinto noted the political sensitivity of creating such a plan and welcomed any feedback to such items for the Task Force's awareness. The Task Force is working with IPR to create a survey that will be distributed in the fall to gather data from staff and faculty to focus on climate and other related areas. V. Hardcastle noted that she and L. Johnson are doing a survey on 1st generation students and asked that the two surveys be coordinated. M. Livingston and L. Bilonis will be meeting with the President on 7/27 to update him on the current efforts. C. Miller noted the challenge of reconciling racial demographic data from the past with the new reporting format. Students now have the option of selecting "multi-racial".

L. Billionis asked for thoughts on the pertinent groups the Task Force should visit with over the summer to assist in their efforts. D. Merchant noted they will finalize the list of groups they plan to visit with on 6/29.

V. Hardcastle suggested a copy of the preliminary report be given to the new provost for his review and early buy-in.

N. Pinto suggested the Graduate Council and Faculty Senate be included in the major stakeholder meetings and find a mechanism to connect with faculty in general. L. Billionis recommended the VPs and deans be included as well.

L. Billionis stated that the objectives are ways to achieve the stated goals and this will require resources. M. Livingston stated he and L. Billionis will be meeting with the President and will raise the issue of resources with him to learn how he prefers to address this matter. This is not an attempt to create a "wish list".

The Task Force has requested a letter from either the President or the Diversity Council to go to the campus community alerting them to expect visits over the course of the summer.

D. Merchant reported the co-chairs will continue to update the Diversity Council on their activities during the summer and invited continued input.

CDO Report

M. Livingston distributed the 2009-10 Diversity Highlights (updated copy attached) which provided a select overview of various activities the university was engaged in during the past year. He reviewed the list which also included select events and his selected speaking engagements.

G. Wharton commented on the new procedures for academic and executive hires which were approved by the President's Cabinet. This gives the Office of Equal Opportunity (OEO) the authority to stop a search if the pool is not diverse. It will be the mechanism to penetrate throughout the levels. He will be working with the VPs and Deans with this new process and each unit will appoint an Equal Opportunity Coordinator that will be responsible for monitoring searches in their units in collaboration with OEO. This will be effective 9/1/10.

T. Guerin reported on the supplier diversity effort. He is working with M. Livingston and a consultant to develop a structure for input sessions with vendors to gather feedback on their experiences. Current policies, practices and procedures will be reviewed once this information is analyzed to determine if changes are needed to facilitate an easier process for vendors.

M. Livingston distributed the template (attached) for completing objectives which will be part of the planning process in the fall.

L. Bilonis stated the vision of diversity is designed to consistently be pushed as a collective effort by hundreds of individuals. Looking back over the years to see what has been accomplished, all should feel great satisfaction. UC|21 was softly spoken on diversity but it is now firmly anchored in the university. Diversity is increasingly at high levels all the time. The challenge of embedding diversity in an organization is great progress and there is much to celebrate. He thanked M. Livingston and the Task Force for their major work, as well the entire Diversity Council.

Minutes approved by L. Bilonis and M. Livingston.

2010-11 Diversity Council Meetings

September 13, 1:30

October 11, 1:30

November 8, 1:30

December 13, 1:30

January 10, 1:30

February 14, 1:30

March 14, 1:30

April 11, 1:30

May 16, 1:30

June 20, 1:30

Listing of Diversity Publications

UC Magazine (diversity theme) October 2009

Career Development Center's Diversity Recruitment Training Institute (7/16/10)

Cincinnati: A City of Immigrants

2010 Diversity Conference

Bridges Walk for a Just Community (10/23/10)

2010 UC Recognition Ceremony

2009-10 Just Community Brochure

2010 Who's Who in Black Cincinnati

Distributed: July 20, 2010