

Diversity Council  
March 7, 2012  
Minutes

Present: J. Anthony, K. Beck, L. Bilionis, F. Bowen, J. Bryan, E. Dellal, K. Faaborg, G. Glazer, C. Goode, T. Guerin, G. Hand, W. Harris, H. Kegler, R. Lee, M. Linger, M. Livingston, B. Marshall, M. McCrate, D. Meem, D. Merchant, L. Newman, K. Phillips, K. Robbins, K. Simonson, B. Zierolf

Chair Report

L. Bilionis welcomed new member, G. Glazer, College of Nursing dean, who replaces D. Acosta. She shared her background and experience coming from the University of Massachusetts/Boston and in particular her work with diversity.

The A&S dean search is underway which L. Bilionis is chairing. He is very pleased with the quality and diversity of the interview pool. He noted his personal experience with the search process recognizing progress the university has made which will ultimately result in better outcomes.

L. Bilionis reported on the budget process and integration of the Diversity Plan in its initial year of implementation. Given its connection to the UC2019 Strategic Plan and the Academic Master Plan, many items/requests overlap. The goal is to ensure the Diversity Plan is being independently propelled with the appropriate budget, but it needs to intersect, where appropriate, with the other plans. There are scarce resources and the full amount requested will not be granted. This is not a one-time process; the diversity initiative will become part of this annual budget process making requests for new funds.

K. Simonson asked that a future agenda item address the budget in each goal area for the priorities that will be funded. M. Livingston agreed this could be accommodated and would include years one and two since this is the current cycle being funded.

F. Bowen asked if the overall institutional commitment to the Diversity Plan/goals can be identified by the dollar amounts allocated by college area. It was agreed this could be done possibly using the current template structure and adding a column for this data. However, it was noted the commitment would not only include dollar amounts but also other resources such as staff, time, etc.

CDO Report

M. Livingston reiterated points about the budget process recognizing this will be an annual process as the Diversity Plan is a five-year plan and new funds will be needed for years three, four and five. The protocol is being created in this initial year and will guide the direction for future years. He shared a summary of his budget hearing where he requested \$1.4M for the plan. A few questions resulted from the hearing and he is in the process of researching information to prepare a response back to the hearing committee.

M. Livingston reported two racial incidents occurred in the residence halls where inappropriate language was written on a student and RA's doors. Another incident transpired as a staff member was walking on Clifton and a car drove by with someone shouting the "N" word at this individual. Given these three incidents, F. Bowen reactivated the Racial Incidents & Other Discriminatory Team. This group was formed in 1990 but is only active to address such complaints, and they will be meeting on March 8<sup>th</sup>.

M. Livingston distributed information on the six diversity incentive grants that were awarded. Twenty proposals were submitted. The full proposals will be available on the diversity web page.

M. Livingston referenced a recent article on underrepresented enrollment at the OSU branch campuses. He noted this is a trend at UC as well but that should not be the only story. Diverse enrollment is up at UC Uptown Campus and this success should be celebrated.

M. Livingston distributed information about Elie Wiesel's visit to Cincinnati on May 6 at Xavier. He was at UC several years ago and his lecture was very well received.

#### Diversity Template

D. Merchant reported on the analysis for processing the information on the diversity templates. She acknowledged they can accommodate F. Bowen's request to include resource information on the template forms. She noted the process is going to be an institutional learning process and many items/activities are already in place and the wheel does not need to be reinvented. The templates are the beginning piece in the system of accountability and this is critical to changing the climate. She noted some units' submittals are very good as they used the Plan to develop their goals while others are waiting for direction. She distributed a sample of what is being prepared for the Council's review of the template information. Each VP will receive a feedback template for their units from M. Livingston. All this information should be posted on Blackboard in the next few days. Once the information is ready, then they will request feedback from Council members. From this information, best practices will be identified and highlighted. It is also planned to develop a resource guide identifying resource contacts across the university to guide people when they have questions for particular areas.

K. Simonson asked that when information is posted that it also include data on undergraduate enrollment, retention and graduation.

#### Diversity Conference

L. Newman reported on the upcoming conference noting an increase in proposal submissions and especially from faculty. She anticipates releasing the schedule by 3/9 and highlighted some of the presentations from external presenters. There are 70 registered participants, and she encouraged all Council members to register for the

conference. There will be 38 different sessions including a wider variety of presentations.

#### Communications

M. Livingston shared that he had a conversation with G. Hand about communication with the larger community via E-currents, News Record, etc. Since the plan is in the implementation stage, he felt this may be an opportune time. However, G. Hand's view is to wait for results to report. M. Livingston asked for feedback by 3/14/12.

#### Women's City Club

M. Livingston noted the UC Diversity Council is a co-sponsor for lecturer, Kerry Kennedy. For those who have an interest in attending the 3/30 7:30 PM event, RSVP to Kathy Ogden.

#### Announcements

T. Guerin recognized G. Williams for supporting diversity with the African American Chamber of Commerce by hosting their quarterly meetings with CEOs of minority businesses.

M. Livingston will be featured on the CET Voices project (an initiative to capture oral histories of individuals and their reflections on what happened and why in the Cincinnati region). The air date has not been determined.

Minutes approved by L. Billionis and M. Livingston.

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

April 4

May 2

June 6

#### Upcoming Events:

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| • People of Courage                            | March 15          |
| • Midwest Regional Vietnamese Conference       | March 16-18       |
| • ADVANCE Excursion                            | March 19-23       |
| • Angela Davis Lecture (Freedom Center)        | March 22          |
| • The Women's City Club/speaker, Kerry Kennedy | March 30, 7:00 PM |
| • Salute to Excellence                         | April 10          |
| • Diversity Conference                         | April 18          |
| • Worldfest                                    | April 20-27       |
| • Elie Weisel                                  | May 6, 7:00 PM    |
| • BRIDGES Annual Dinner & Awards               | May 31, 5:30 PM   |
| • BRIDGES Walk for a Just Community            | October 27        |

\*SEE WEB SITE FOR COMPLETE LISTING.