

DIVERSITY AND EQUITY ACTION COMMITTEE

November 5, 2009

First Meeting for 2009-2010

Jo Ann Stephens-Forrest, Adrian DeLoach, James Werth, Michelle Banian., Vince Hazelton, Justin Harrison.

The Committee elected Jo Ann Stephens-Forrest as chair.

Jo Ann will try to locate the minutes from past meetings.

We will meet twice a month for now.

1. One order of business is to determine the status of the position of social equity officer/ADA officer at RU. At this time, Joey Sword in Human Resources serves in these roles. Other institutions often have a separate ADA officer. We can check with our peer group to see what is typical. It's not always clear to faculty that if they have needs or questions that they can work through HR on this.
2. Need to also review the status of equity and diversity issues.

To what extent do we have diverse staff, faculty, students? How do we compare with other universities? Do they have a plan for enhancing diversity? Should we request this of all the major divisions? Would SGA be able to tell us what they do to encourage diversity and equity and do they have plans?

We need to prioritize our objectives. And have a plan. (Align with 7-17.)

Do we have a definition of diversity? At the reporting level we follow federal guidelines.

- Race/ethnicity
- Age?
- Ability
- Gender LBGT
- Country of origin/regions
- SES

What is the university's commitment to this?

Adrian DeLoach will look for definitions of diversity.
Pat will bring copies of 7-17 to the next meeting.

When we compare, use our state institutions but also use our peer group. Jo Ann will assign institutions for us to review.

Draft an email to send to the division officers? Vince will draft something while he is travelling. Institutional Research should be able to provide the data on race/ethnicity for all groups.

Jo Ann will get some definitions and resources for universal design.

How do we get someone from facilities to sit on this committee?

Universal design – the three c’s: campus, classrooms, computers.

We need to think of the less obvious as well: how does the university welcome diverse students, faculty, etc? (food, artwork, our “messages”---

If we can get people to agree on what we would like to be like as a community, we will have a major goal accomplished. We make the case for it to be important to the top.

NEXT MEETING: Nov. 19th at 11:00 p.m.