

## University Diversity Council

Monday, November 30, 2015

12:00 – 1:30 p.m.

Seaver Board Room

### MINUTES

#### Members present:

1. Rick Marrs (Provost)
2. Robert deMayo (Chair, Graduate School of Education and Psychology)
3. Carla Anderson (Human Resources)
4. Jennifer Baker (Disability Services)
5. Luisa Blanco Raynal (School of Public Policy)
6. Kari Bolen (Intercultural Affairs)
7. Lisa Bortman (Office of Institutional Effectiveness)
8. Jay Brewster (Provost's representative)
9. Joi Carr (Seaver)
10. Dawn Emrich (Public Safety)
11. Christine Goodman (School of Law)
12. Sandra Harrison (Disability Services)
13. Tabatha Jones Jolivet (Student Affairs)
14. Margaret Phillips (Graziadio School of Business and Management)
15. Edna Powell (Chief Business Officer)

#### Members absent:

1. Al Sturgeon (School of Law)
2. Christina Ramirez (School of Public Policy)
3. Frank Villasenor (Department of Facilities Services)

#### Guests:

1. Gretchen Batcheller (Seaver)
2. Andrew Benton (President)
3. Michael Feltner (Seaver)
4. April Marshall (Seaver)
5. Marnie Mitze (Chief of Staff)
6. John Peterson (Seaver)

- I. Call to order
  - a. Chair Bob deMayo called the meeting to order.
- II. Prayer
  - a. Tabatha Jones Jolivet led the committee in an opening prayer.
- III. Review and approval of UDC minutes from October 19, 2015 meeting
  - a. The committee unanimously approved the 10/19/15 UDC minutes.

- IV. Overview of recent events
  - a. President Andrew Benton led a discussion of the University's response to recent student unrest regarding diversity on the campus, after providing a detailed overview of recent events, including the precipitating event of recent Yik Yak postings.
  - b. President Benton reviewed the five requests made by the students.
  
- V. Response to student requests
  - a. President Benton shared his preliminary draft response to each of these requests:
    - i. "Prohibit use of Yik Yak in University internet servers"
      - 1. This is possible but may not be effective. Other apps most likely will come on-line that are similar in nature. He suggests asking students what they think.
    - ii. "Mandating all student, faculty, and staff complete cultural sensitivity and diversity training"
      - 1. Discussion followed regarding engaging faculty in cultural competency training. Best practices indicate that on-line is not the best and small group discussion is best. Faculty need to learn 'how' to lead the conversation.
      - 2. Provost Marrs will follow-up with Michael Murrie whose son is involved in a theatre troop that addresses issues of diversity.
    - iii. Removal of Christopher Columbus statue
      - 1. President Benton will have a discussion with the donor of the statue. The University could consider 'repurposing' the art.
    - iv. Removal of mural in cafeteria
      - 1. The University could also consider repurposing this.
      - 2. Gretchen Batcheller will provide an example of what she envisions for repurposing both the mural and/or statue for President Benton to review.
    - v. Add course to GE requirements that focuses on diversity and inclusion
      - 1. Seaver Faculty Association will begin a conversation regarding this at their next meeting on December 7<sup>th</sup>.
  
- VI. Open discussion
  - a. The committee discussed developing a university-wide protocol for how faculty should respond to student complaints about cultural insensitivities in the classroom.
  - b. The committee shared the May 15, 2015 advisory report and recommendations. President Benton requested a synopsis of its major points be prepared so that they can be reviewed and shared with the community.
  - c. The committee agreed that the University's response to student unrest must be collaborative and not top-down.
  
- VII. Adjournment
  - a. The meeting adjourned at 1:40 p.m.