

Chancellor's Committee on Diversity and Inclusion

Meeting Notes

May 8 2009

Dr. Steve Raper, co-chair of the committee welcomed everyone to the meeting of the Chancellor's Committee on Diversity and Inclusion at 9AM. He stated that it was the Chancellor's intention that the committee would become an important working group that will have a significant presence for a long time.

Shenethia Manuel, co-chair of the committee then invited each member to introduce themselves and tell a little about themselves and why they were interested in serving on the committee. Due to a prior commitment Dr. Raper had to excuse himself for the remainder of the meeting and left following the introductions.

Karen Chapman, Senior Human Resource Specialist, Barbara Schubring, Administrative Assistant and Lauri Bracken, Receptionist, in Human Resource Services will serve in support roles on the committee.

Review of Committee's Charge - the next item on the agenda was a discussion of the tasks charged to the committee. The committee will issue its report to the Chancellor by October 15, 2009.

Openness and Transparency – many people on campus indicated an interest in serving on this committee. The committee must be open and public.

At this time the following was addressed:

1. request for someone to take the meeting minutes
2. request for someone to create and update the website
3. create list serve

Brainstorming – What is diversity? Are they in keeping with the values of campus inclusion?

The idea of providing a campus survey was brought up by Birdie to measure the campus climate and inclusiveness. Is there a budget available for such a survey?

Defining areas of diversity and inclusion:

- Race
- Ethnicity
- Religion/atheism
- Financial/class status
- Gender
- Skin color
- Roots/origins
- Sexual orientation

- Gender identity/transgender
- Parental status
- Personality Type
- Hobbies
- Activities
- Associations
- Personal morals
- Political beliefs
- Academic discipline
- Size
- Geographic location/urban rural
- Communication ability
- Ability/disability
- Age
- Home life
- Respect
- Position/rank/job on campus
- Language

Actual incidents on our campus – issues vs. problems

(Indian) students harassed

(Black) students harassed

BMTT incident

Exclusion (self segregation in Havener Center)

Athletics – academic barriers

Stereotyping

Transgender transformation

Policies – inclusive/exclusive

Dominant culture white males should be added as area of diversity

Possible areas of development - Literature (The N Word book), documentaries could be shown on campus, websites, how to bring people with differing views to discuss topics.

Formation of Subcommittees –

Review of other universities (Michael Meagher, Jason Holt, Stephanie Rostad)

Review of literature (Vincent (Wen-Ben) Yu, Julien Davenport, Shenethia Manuel)

Review of cultural climate (Kathryn Northcut, Karissa Braaten, Angela Perkins)

Institutional History (added by the committee) (Stephen Raper, Amiel Weerasinghe, Roberta Morgan)

The committee was in agreement to meet with whole committee monthly June through August and weekly during the month of September. Otherwise, members will be working within their subcommittees. Members were asked to contact Barbara Schubring barbaras@mst.edu with their meeting preferences.

The committee adjourned at 11AM.