Diversity Advisory Workgroup

Meeting Minutes

March 26, 2010

Attended: Cornejo Alvarez, J. Cesar; Fletcher, Amy; Green, Fanni; Joseph, Reginald; Lee, Sang-Hie; Shannon, Susie.

The DAW Meeting was called to order at 1:15 PM by Fanni Green, Chair of the DWA committee. Reginald Joseph took the minutes.

Fann believed the last meeting was in October but it was in November. Therefore, the minutes from the last November meeting was not approved because it was not available for this meeting; however, Fanni stated that she will send out the November minutes via e-mail for approval for inclusion in the March minutes.

Report

Fanni requested that the members of DAW critique the Potluck Luncheon. She wanted to know the following:

- What was good about it
- What we can do better next time
- What was not good about it
- How we think it was

Susie Shannon, Academic Program Specialist, gave her valid opinion about what she thought should have taken place in the planning of the Potluck Luncheon. She stated: The Potluck Luncheon was enjoyable, well done, and that members of the faculty and staff from the College of The Arts were able to mingle. However, she stated:

- “College Central” which is made up of staff and not faculty, was asked to bring the entrees (There is a monetary difference in pay grade and what staff can afford.)
- Everyone should have been allowed to bring what they wanted and to bring what they are able to.
- A class issue exists in the College of The Arts.

Fanni responded that there were two units that were to bring entrees, drinks and salads; however, faculty members from the School of Music--School of Music being one of the units--had to attend a music conference. Therefore, it was easier to ask the School of Music to bring eating utensils,
preparatory utensils, and drinks. Fanni did not change the plan for the Potluck, but she explained that she understood the sentiments of Susie and College Central.

Also, Susie stated that if there is a contest, everyone would have to be able to play. Not everyone would have been able to participate because not everyone brought entrees.

**Note:** The entrée contest which was to take place at the Potluck Luncheon did not, even though it was listed on the flyer.

DAW members agreed that they would like to see another Potluck event because it allows everyone in the college to socialize.

Reginald Joseph stated that the event went well, but would like the next event to be more educational. He stated that we need to take a step further in understanding people and culture.

Fanni stated that the committee has to address how future events are planned.

**Progress on Creating Discussion Board**

Fanni wanted to get the Discussion Board started by the end of this year, 2010, to see how it would work and to see how the interest was, but it will not be possible because Ms. Nina Contreras-Perez, Webmaster, is extremely busy and cannot get to our requested project in a timely manner. Also, Nina must go through Technology Central to set up the discussion and that will take time. Fanni also stated that we might be able to get the Discussion Board created by using the Climate Survey, but she had other concerns which are listed below.

- Initiating a climate discussion at a time chosen by DAW—spring/summer/fall term of 2010—by casting a question or statement during that time.
- Do we, DAW members, want to guarantee people’s anonymity (A question Central Tech must answer)

**Note:** After speaking to Nina and Ashleigh Gallant, Communication and Marketing Officer, Fanni found that the Discussion Board will be easier to set up if anonymity were not an issue. Fanni also found out the following:

- The discussion should be open.
- Anonymity will allow people to complain, judge, and critique anonymously—which is not good.

Sang Hie Lee, Faculty for the School of Music, agreed that the discussion should be open and wanted to know how the Climate Survey would be used in the discussion. Fanni explained that the Survey would be used to help select a topic and get the discussion going. Sang-Hie suggested we use themes to curtail arguments or grouses.

The following also took place.
• Fanni stated that Scott Kluksdahl, Faculty for the School of Music, and John Parks, Faculty of Dance for the School of Theatre and Dance, volunteered to look at the Survey comments to select ideas for the discussion.
• Fanni wants to have the Discussion Board up and running and without being dependent on faculty, although faculty can be a part of it. This was stated because Fanni has found staff to always be supportive of DWA’s events.
• Susie Shannon and Sang-Hie discussed how faculty might perceive an already started climate discussion --if faculty would take the discussion seriously.
• Sang-Hie explained the differences between the cultures of staff and faculty.
• Sang-Hie stated that the Survey comments will be fine to use, but also suggested the use of Blackboard because of the many ways it can be used. She also stated that Blackboard will help faculty to see what staff is thinking.
• Fanni was concerned about everybody not having access to Blackboard. She was also concerned about working out technical difficulties.
• Fanni will continue to talk to Barton Lee, Associate Director for the College of The Arts, about the Discussion Board.
• Susie spoke about having a Book discussion about race in an auditorium.
• Amy Fletcher, Office Manager, recommended showing a film.
• Susie discussed the differences between majority and minority mindsets.
• Sang-Hie spoke of going to DEO webpage for discussion ideas.
• Susie, Sang-Hie, and Reginald discussed race and diversity.
• Fanni wants DAW members to look at the DEO website for discussion ideas.
• Fanni and Sang-Hie discussed how to do a multiplicity of things to show that DAW is active and keeping the interest of staff and faculty. They also discussed the book and film ideas; however, Sang-Hie suggested using Blackboard for the climate discussion which can give people the choice of anonymity.
• Sang-Hie spoke about having a group discussion with faculty and staff that can continue on Blackboard.

New Business

• Fanni spoke of the April 8th Diversity Summit and asked for members, who are able, to attend.
• Fanni will forward the Diversity Summit invite to all members.
• Susie spoke of staff being disinvited to meetings.
• Sang-Hie and Fanni nominated Susie for the Diversity Award; however, Jose Cesar Alvarez Cornejo, Faculty for the School of Art and Art History, nominated Wally Wilson, Director of the School of Art and Art History.
• Amy was asked to send out the announcement regarding Diversity nominations.
• Fanni spoke to Ron Jones, Dean of the College of The Arts, about supporting the next DAW event to keep CoTA as a community.
• Ron will speak to the Directors about supporting the next event.
• Fanni wants to partner with speakers and organizations on the home campus to address diversity issues in lieu of using off-campus speakers and organizations.
• Susie, Amy, and Reginald spoke of women issues being part of Diversity issues.
• Fanni and members of the DAW spoke of planning for a 2 hour event in the fall 2010 term.
• Cesar and Susie spoke of addressing diversity issues with faculty.

Announcements

• Fanni requested that Susie find out about other books the committee can read.
• Susie invited all DAW members to attend a highly significant USF Union impasse meeting. The meeting will take place on Monday, March 29, 2010.
• The next DAW meeting is to be arranged, but Fanni is thinking of the first week in May.

Meeting adjourned at 3:35 PM.