D&I Committee Meeting Minutes

June 24, 2016

435 ERC

Attendees: Allen Arthur, Sree Vaishnavai Kolimi, Raena Hoskins, Maureen Leigh, Jussara Melo, Magnolia Modaress, David Warmack (I know I am missing two people)

1. HEED Award Input- the HEED questionnaire data has been gathered and input has been added. Maureen included information about Kukreti’s programming. The data/report was forwarded to Bleuzette Marshall.
2. Review of Minutes from previous meeting with updates: Action items from previous meeting: Long term goals- manpower data has been uploaded to the D&I Dropbox. Dropbox will be the committee’s main way of sharing information. Magnolia has made everyone a shared folder. She is asking everyone to log in to see how it operates. Magnolia mentioned Ken Simonson’s participation in recruitment initiative for the University concerning the diversity of incoming students.
3. CQU students- Kolini discussed researching for more details of BearChats and PAL’s which are used as communication tools for the CoB for international students. The CoB has a buddy system, offer academic help, and promote social events for international students in hopes to enhance their experience on campus and provide a transition from their home country to campus. All participation is voluntary, but the CoB is encouraging participation. The students meet weekly and converse in English, as to improve the students English. CoB budget for these events for the year is $10K for the 150-200 students involved/participates.

CEAS needs to identify a space for meetings and figure a system to make the students accountable for attendance to the required meetings. Kolini asked if it will be best to pair the CQU students with CEAS seniors. Arthur has met with the Honors program to establish honors service credit hours (1 and 2 credit hours) being awarded to CEAS students who participate in the CQU partnership program. Currently, 35% of CEAS students are in honors. He is still working on what the “experience” will be. The program should be include other students beside American student pair with Asian students (3rd and 4th year students). Asian student organizations should be included for helping the program so that D&I can provide information on the website. Kolini mentioned that Chinese student use QQ and WeChat for communication and said he will investigate those apps to see how the CQU program can utilize those resources. Everything must be completed by July so it can be in place for the group of CQU students arriving. The CQU students will be required to participate in the program. Arthur will have an update/plan by July 22nd.

1. Mission Statement- there are questions need to be answered and work on how to include the UC 21 goals to the mission statement. The subcommittee (Melo, Modaress, and Warmack) are working on “tweeking” ideas. There will be an update at the next meeting.
2. Respectful Workplace Training for Faculty- Melo is working on trying to identify possible trainings and means to deliver the training to the faculty. She will send ideas to the committee on trainings to choose from. D&I committee can suggest to the CEAS Administration that the trainings can be a part of their APR process. A suggestion proposed is to do an online training that requires “testing” as well as sending multiple emails, badgering the faculty to take the training.

There can be training provided for the staff as well on how to deal with difficult faculty. It can be presented during a College staff meeting.

1. Safety Zone Training- the training has been setting July 22nd from noon to 2pm. The Undergraduate Enrollment Office and the Graduate Office will participate. CEAS advisors may be invited as well. Arthur suggest to issue a statement from D&I committee to encourage participation. The training may be postponed to ensure participation.
2. Increasing Diversity Enrollment and College of Nursing- Still working on pinpointing a time to invite CoN on their process of their D&I committee
3. Subcommittee for Book Club- Hoskins will lead the book club subcommittee, Warmack volunteered to help. Arthur suggested contacting Anne Hahnes in regards to finding out the common reading book for incoming freshman and see if it deals with diversity and inclusion. Hoskins will ask the CoN about their book club and ask of their budget.