

COE Diversity Committee

September 23, 2015

Meeting Minutes

Members Present:

Mark Girod

Steve Tillery

Chloe Hughes

Cindy Ryan

Greg Zobel

Carmen Caceda

CM Hall

Denise Thew-Hackett

Kara Gournaris

Amy Hammermeister

Doris Cancel

Gay Timken

Kimber Townsend

Agenda Item	Discussion	Actions
Welcome, Introductions Agenda, Getting Started	As this is the initial meeting of this newly formed committee, each member took a few moments to share who we are, what our role is within the COE, and what motivated them to join this committee.	
Review Mission, Procedures and membership	<p>Discussion Highlights:</p> <p>Mark shared the history of Diversity Committees in the past, and led the discussion as the members looked at how the group will function and move forward.</p> <p>CM asked about what makes this committee different than the University level one? Mark shared that while the larger group has done a good job of discussion and exploring diversity issues, he is ready to actually put things into motion. Less talk and more action, so to speak.</p>	Kimber will create a webpage for the committee.
How do we fit into broader University initiatives?	<p>Discussion Highlights:</p> <p>Chloe, who has spent many years on the many iterations of the “diversity committee” shared what she sees as the necessary systems changes that need to happen before the university level diversity committee can actually move forward on this campus. Doris, who is also on that committee with Chloe, agreed.</p> <p>Greg mentioned adding in a piece about advocacy, how this committee can advocate for money and positioning. Economics have to match the rhetoric. “Advocating for infrastructure that supports diversity action”.</p> <p>Mark drew attention to the last page of handouts, where it notes that we will seek a student from an academic program from each academic Division in the College of Education. Asked members to consider who to recommend to fill the open positions.</p>	
How should we prioritize our work?	<p>Members created a list of what our dreams would look like, what would measure our success?</p> <ul style="list-style-type: none"> • Easy opportunities to study abroad • \$ to diversify faculty and staff • Develop global perspectives (we are Oregon-centric) • Expansion of perspective (Oregon, US, Global) 	

	<ul style="list-style-type: none"> • Awareness / civic engagement... connection to history and culture • Service learning as a role in our POV – out of state, county, new cultures • Increase language learning opportunities for students and faculty • Add disability studies program • Exchange programs for Faculty! • How do we provide holistic/wrap-around support to maximize opportunities for all students to be successful • Maximize mentoring opportunities • Recognize (in real ways) the time/energy/effort it takes to mentor /advise really well → locate additional supports • Program level diversity/inclusivity outcomes and clear efforts to achieve them (and monitoring over time) • Work with WOUFT to assure additional \$ to recruit/retain divers faculty • Grow your own faculty: student → graduate assistant → faculty • Partner with TRI to pursue diversity/inclusivity priorities • How do we support an intellectual community engaged in critical self-reflection • How can we assess or understand our impact on our graduates and their role in the world 	
<p>Division Level Groups & Conversation</p>	<p>Members broke into division level group discussion. Notes were not taken/shared from those discussions.</p>	