# President’s Commission on Diversity and Inclusion

# Meeting Minutes

Monday, December 5, 2016

4:30 – 6:00 p.m. Conemaugh Room, HUB

Present:

Yaw Asamoah, Co-Chair

Kate Linder, Co-Chair

Asmaa Alshehri

Charlotte Bellas

Allison Baker

Shelly Bouchat

Daniel Burkett

Andrea Campbell

Callie Campbell

Megan Knoch

Debra Valentine-Gray

Kustim (Tim) Wibowo

Excused: Jevon Graham-Wooten

 Melvin Jenkins

 Shirley Johnson

1. Approval of November 30, 2016 Minutes

The November 30, 2016 meeting minutes were approved by a unanimous vote. Commission members were reminded to complete the Doodle Poll for spring meeting times. The deadline was extended to December 16, 2016.

1. Selection of Focus Areas
2. Members reviewed the twelve focus areas for ranking, and the specific IUP sub-population (i.e. faculty, staff, and/or students) impacted by the topic was identified. A number of the focus areas were then revised prior to the official ranking vote.
3. A proposed change for the area “Nurturing a Climate of Tolerance and Inclusion on Campus” to “Nurturing a Climate of Acceptance and Inclusion on Campus” was approved by the Commission.
4. The area “Scholarship & Academic Support for Students” was revised to read: “Financial & Academic Support for Students” to keep the focus on monetary support for current and prospective students.
5. The result of the above discussion and proposals for name changes was the emergence of the following focus areas for reflection and ranking:

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| *Student Access & Recruitment* |
| *Campus Climate, Intergroup Relations, & Communication*  |
| *Curriculum* |
| *Financial & Academic Support for Students*  |
| *Retention & Support Services for Students*  |
| *Human Resources & University Policies*  |
| *Recruitment, Hiring Practices, & Retention of Faculty & Staff* |
| *Professional Development & Training for Faculty & Staff* |
| *Recognition & Reward for Supporting Diversity & Inclusion*  |
| *Resource Commitment to Diversity & Inclusion*  |
| *Nurturing a Climate of Acceptance &Inclusion on Campus*  |

1. Members then discussed the following six top-ranked areas-of-focus for the sub-committees. The focus areas are intended to be fluid, to allow for unconstrained discussions and research by the sub-committees. Commission members were reminded that they will need to signal their preferred focus areas to guide the Commission Co-Chairs as they assign members to the sub-committees.

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| *Nurturing a Climate of Acceptance & Inclusion on Campus* |
| *Campus Climate, Intergroup Relations, & Communication* |
| *Resource Commitment to Diversity & Inclusion on Campus* |
| *Retention & Support Services for Students* |
| *Recruitment, Hiring Practices, & Retention of Faculty & Staff* |
| *Professional Development & Training for Faculty & Staff*  |

1. Marginalized Voices & Alliances or Resources for the Commission’s Work

Due to time constraints, this item was moved to the first meeting in the spring semester.

1. Soliciting Volunteers for Sub-Committee Membership

The Commission expressed the desire to welcome all members of the IUP community to volunteer for sub-committees (as opposed to inviting individuals to serve on specific committees). This will enable prospective members to volunteer for sub-committee work on the basis of their interests, and allow for an assortment of voices on the sub-committees.

1. Open Discussion

Following considerable discussion, the selected titles were modified to allow for the broadest possible sub-committee discussion of each topic area. The result:

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| ***Nurturing an Accepting Climate with a Focus on University Response to Acts of Intolerance and Exclusion*** |
| ***Promoting Intergroup Communications and Coordination*** |
| ***Examining the Financial, Spatial, and HR Resources Committed to Diversity and Inclusion*** |
| ***Examining Retention and Support Services for Recruitment and Retention of our Diverse Students*** |
| ***Examining Retention and Support Services for Recruitment and Retention of our Diverse Faculty and Staff*** |
| ***Enhancing and Supporting Professional Development and Diversity Training for Faculty and Staff*** |

1. Adjournment

Commissioners were reminded to:

1. Email ranking of their sub-committee interest to Debbie Butler (debutler@iup.edu) by Friday, December 16, 2016

2. Respond to Doodle Poll re: Spring Semester Commission meetings by Friday, December 16, 2016

3. Read material on the Commission’s X-Drive between December 6, 2016 and January 23, 2016

Minutes submitted by Allison Baker