

Diversity Planning Committee Meeting Summary
January 18, 2007
CSS 302

Present at the meeting were - Matt Chaney, Luzia Tartari, Russell Leonard, Troy Tissue, Leroy Wright, Todd Stanislav, Susan Fogarty, Matt Eickhoff, Eunice Merwin, Mike Cairns, Kent Sun, Karen Greenbay, Yolanda Barnes, Christy Brewer, Cheytaya Brown, Thuy Karafa, David Pilgrim, Patty Terryn. Absent - Karyn Benner, Tyrone Collins.

David Pilgrim asked those attending to introduce themselves, tell why they were at the meeting and what department they were representing. He would like to have two more student representatives on the committee and asked the members to send him recommendations.

David gave a general overview of the charge for the Diversity Planning Committee (DPC): *to guide efforts to conceptualize, assess, and cultivate diversity as an institutional and educational resource*. More specifically, the DPC will help the Diversity Office fulfilled its mission to:

- Be a strong advocate for diversity and inclusion;
- Introduce diversity into the systems, structures, and culture of the University;
- Provide expertise and leadership on diversity and inclusion related matters, for example, faculty recruitment and retention issues, the educational impact of diversity, and the ramifications of the passing of Proposition 2;
- Lead University-wide diversity planning and implementation efforts, resulting in a collaborative vision of diversity and inclusion;
- Help develop policies designed to improve the University climate;
- Identify strategies to enhance the compositional diversity profile of students, faculty, and staff;
- Provide resources and direction for infusing diversity into the curriculum.

The members of the DPC discussed their expectations. Meetings will be safe places to discuss and debate ideas. Members will be encouraged at all times to speak openly and honestly. Respectful dissent is welcome.

The consensus of the group was that diversity, if it is to become an essential part of the University's culture, has to be included in the University's strategic plan. The DPC next reviewed and discussed several diversity plans that were created by other universities. The DPC discussed the word *diversity* and debated what it meant. David asked the DPC to work on definitions of diversity and bring those ideas to the next meeting.

Several members noted that the DPC should not move forward until the current status of diversity at the University was addressed. The DPC posed a series of questions. What are current organizations and initiatives that are operating at this institution? What programming operates that is directly or indirectly related to diversity issues? How are

racial minorities, ethnic minorities, and women represented among students, faculty, staff, and administration? How welcoming is Ferris for women, racial and ethnic minorities, and gay people? What studies exist that have measured diversity at FSU? Which major documents discuss or mention diversity, for example, vision statements? The DPC members were grouped into subcommittees to probe these and other questions.

Committee initial tasks:

- Matt Eickhoff and Yolanda Barnes will research the activities of student organizations. They will bring to next meeting: names of organization, purposes, and activities.
- Pat Klarecki will ask the colleges to identify student groups or organizations that exist on campus—professional associations not RSO's.
- Luzia Tartari was asked to bring the following data to the next meeting: number of International student before and after September 11, what countries of origin and their academic programs.
- David Mike Cairns will work with Kristen Salomonson on enrollment numbers for minority students.
- Yolanda Barnes will research employee information, such as ethnic/racial minorities, women and other diverse groups on campus and how they are represented among faculty and staff.

The Committee was asked if they thought that other groups/departments should be represented on the committee. A suggestion was given that someone from Human Resources, either Beth Krueger or Adam Wetherell, should be added. Another recommendation was made that it might be helpful if Kristen Salomonson from Enrollment Services was also asked to join the committee. The DPC agreed that there needed to be students on the committee.

The Diversity Committee will meet every other Thursday from 10:00 a.m. – 12:00 p.m., (location to be determined), the dates are as follows,

- February 1 and 15
- March 1 and 15
- April 12 and 26

Please feel free at any time to send corrections or additions to the meeting summaries.