

Senate Diversity Committee Meeting

October 11, 2018, 12:30 - 2:00 pm

CHAIR: Amy Howell

PRESENT: Dorothea Anagnostopoulos, Edith Barrett, Clarissa Ceglie, Casey Cobb, Alice Fairfield, Brendan Kane, Maria Ana O' Donoghue, Lisa Pane, Willena Price, Margaret Rubega, Tasso Tzingounis, Susana Ulloa, Dana Wilder (ex officio). *nb:* Stephanie Santos called in; bad cell reception prevented participation.

ANNOUNCEMENT

News of AACC 50th anniversary events shared

AGENDA ITEMS DISCUSSED

1. Review/approval of minutes from September meeting

2. Reports on action items from last meeting

- National Center for Faculty Development and Diversity update: (AMY Howell) CETL's Peter Diplock and Aynsley Diamond are happy to clarify whether current level of awareness and participation in the program is being tracked. Report forthcoming at future meeting.
- Indigenous Land Acknowledgment update (Dana Wilder): No significant progress on approval. One issue concerns fact that some tribes that are federally recognized but *not* state recognized. So care needs to be taken with how UConn, as a state institution, navigates its responsibilities. Draft statement was shown at 10/8 Senate Meeting, coinciding with Indigenous Peoples week. Draft statement can be used at departmental level. Our goal is still to make this university wide.

3. Report on President's Committee on Civil Discourse and Dialogue (Brendan Kane):

Brief history of committee's history as a taskforce for free speech and debate which early on re-formed to become the Civil Discourse and Dialogue Committee. Core idea: Skills building to increase individual's and groups' abilities to talk across difference, not matter the question or content area in recognition of fact that being able to engage dialogically is essential to societal participation. Assessed work of peer institutions to: a) make UConn a leader in this area and b) learn from others' successes and missteps. Recommendations focused on weaving dialogic skill and practice into university life. Committee goal was to create connected, mutually constitutive experiences across a chronology of implementation rather than to offer a take-it-or-leave-it menu or mandatory one-off trainings. Proposed incentives for staff and faculty in order to work against hierarchy and against silo-ing. Proposals aim to create a setting in which students and staff as well as faculty can be leaders in this environment. Report also looked at PTR and Merit issues; key to this is centering dialogic process as creating new knowledge and, therefore, contributing to one's research. Proposed faculty/staff coleaders to provide support, tracking, and make cross-university connections. Proposed that this person/team be situated in the Dodd Center because it fits within their existing remit of

community-engaged work and would give Civic Discourse and Dialogue work a higher profile public face. Committee, having finished its work, is now decommissioned. President Herbst or successor will decide next steps based on committee recommendations. Committee discussed implications and difficulties of the recommendations concerning PTR/Merit.

4. Further discussion of Committee priorities for this academic year

Topics discussed included:

- How to ensure mechanisms and support for fostering diversity in hiring are reaching those with approved TT and APIR faculty hires for AY 2019-2020. Discussion of how to promote that near- and long-term hiring reflects a commitment to diversity, including use of existing mechanisms that still are not equally well known across the university and which may need to be enforced in a more strategic manner. Also, how to help hiring departments move beyond ad placement aimed at reaching diverse candidates to more proactive recruiting approaches at conferences, etc.
- Noting lack of substantive, sustained progress in increasing staff/faculty diversity, members discussed various strategies for raising awareness of the problem and its impacts on efforts to maintain a diverse student body. It was noted that there has been progress in terms of student diversity recruitment and retention, which underscores the lag in these areas on the faculty side.
- Asked about status of search for a new Chief Diversity Officer, Dana Wilder reported that search will not open until new President comes on board. It is anticipated the position will still report directly to the President.
- In response to question about Diversity Council activities, Dana Wilder reported they are currently inventorying practices, needs, and status of diversity practices across UConn schools and colleges. Report will be shared with Diversity Committee when it becomes available later this semester. Faculty departures have left some schools without representation on the Council.
- Committee inquired about availability of updated diversity report from Elizabeth Conklin, Associate Vice President, Title IX Coordinator and ADA Coordinator, office. Dana Wilder indicated it was soon forthcoming. Follow-up item: invite Conklin to Diversity Committee meeting and then to present to UConn Senate when new report becomes available. Discussion focused on need to make past and current reports easily accessible online both to current UConn community members and to prospective faculty, staff, and students. Several members noted they have attempted to find report online and cannot.
- ODI is also developing a training module based on its RISE-Diversity Education Program that will provide training in diversity and inclusion awareness, pedagogies, etc. Being piloted with CLAS; plan is to make it more broadly available.

Next steps: Obtain ODI Diversity Council and OIE diversity reports as soon as these become available. Once these are in hand and reviewed by Committee, invite Provost Craig Kennedy for a second meeting with Diversity Committee.

MEETING ADJOURNED 1:30 P.M.