

Senate Diversity Committee Meeting

September 13, 2017

10:30 AM-12 pm

**In Attendance:** Anastasios Tzingounis, Casey Cobb, Alice Fairfield, Maria Luz Fernandez (Chair), Amy Howell, Brendan Kane, Donna Korbel, Lisa Pane, Josh La Porte, Peter Luh, Joelle Murchison (called in), Willena Price, Anastasio Tzingounis, Susana Ulloa, Cyrus Ernesto Zirakzadeh.

1. The minutes from our last meeting on May 2<sup>nd</sup> were approved
2. After the introduction of all members of the Committee, several discussions took place relative to the list of priorities that were included in the minutes of May 2<sup>nd</sup>. One of the concerns that continues to be a priority for the Committee is the retention of under-represented faculty and staff. The University appears to do a better job in the retention of under-represented students although concerns were raised regarding the importance of retaining minority faculty/staff to better support and mentor minority students.
3. Another issue that was discussed was the training in diversity and implicit bias for Departmental and College PTR Committees. There is a general sentiment that diversity in general and diversity candidates in particular are not a priority during decision making. The Senate Diversity Committee believes that some guidelines should be included and standards should be developed at the level of the Department to make more inclusive decisions regarding promotion and tenure. There was also a discussion about DACA and what the University is doing to support this program
4. The Metanoia was discussed as a main even that will occur this semester with a focus on race. The spearing Committee for The Metanoia is in the process to be formed and the Senate Diversity Committee would like to have both representation and participation in the organization of the events surrounding this important event
5. When we discussed the priorities of the Senate for this semester, we wanted to start this year by ensuring that leadership/administrative searches have an ex officio member representing Diversity. Joelle Murchison agreed to be the representative to the current search of the University Provost. It was agreed that Maria-Luz should contact the Senate Executive Committee so that they can communicate our thoughts to President Herbst. The SEC will communicate with us and let us know how this initiative was received by the upper administration.
6. Maria Luz invited the Committee to an event initiated by the CAHNR diversity Committee and sponsored by the College. Shannon Archibeque-Engle will be presenting “Now what? Strategic Path to Inclusive Higher Education” at 12:15 on October 11<sup>th</sup> at Laurel Hall room 205.
7. Meeting was adjourned at 12:00 pm

Respectfully submitted

Maria Luz Fernandez, PhD

Chair, Senate Diversity Committee