

## **University Senate Diversity Committee Minutes**

### **May 9, 2019**

Present: Edith Barrett, Clarissa Ceglie, Alice Fairfield, Pam Heath-Johnston, Brendan Kane, Amy Howell (Chair), Micki McElya, Ana O'Donoghue, Lisa Pane, Willena Price, Stephany Santos and Dana Wilder.

1. Minutes of 4/11/2019 were approved with corrections
2. Data Committee
  - a. Amy shared a paper copy of faculty tenure track data from OIRE. This data was shared with the University Senate Faculty Standards Committee which Amy, Lisa and Stephany also attended. Amy will send an electronic version to the Diversity Committee
  - b. A few observations were noted: that there are not a lot of numbers; NRA (non-resident alien) was interesting; and seems recruiting/retaining black tenure track faculty is less in recent years.
  - c. Micki and the Diversity Committee data committee have scheduled a meeting with Elizabeth Conklin for OIE data that may include more, including non tenure track faculty and staff.
3. SETs (Student Evaluations of Teachers)
  - a. A faculty member from Sociology who teaches a course on a touchy/uncomfortable topic is being dinged in their evaluations. It is a large issue for all faculty who teach touchy topics who are receiving lower SET evaluations because of the topic. Also, discussed evaluations may be lower for women and other non-white races/ethnicities. It was also mentioned that SETs are done by a low percentage of students in the course who are mainly dissatisfied/uncomfortable.
  - b. Some thoughts:
    - i. Remove SET from HuskyCT, and provide paper evaluations within the classroom
    - ii. Can touchy/uncomfortable courses be sorted out from all SET evaluations
    - iii. This committee will forward on concerns to faculty standards committee while keeping a tabs on this topic
  - c. Interesting note-An SET report was shared last Oct/Nov indicating no bias in SET evaluations
4. Gender Neutral Initiatives Subcommittee Update
  - a. Poster(s)-Margaret has been working with Julia in the Rainbow Center and they have met twice and corresponded via email. Attached the final form of the flyer. The plan is to copy around 2000 fliers (not posters) to put into the mailboxes of every faculty member on campus, plus post on bulletin boards. Attached are also drafts for two others (What If I Mess Up Someone's Pronouns? and How Do I Ask For Someone's Pronouns? that will follow in a staged (about a week apart) run. The Rainbow Center can use their student labor to physically deliver these to departments (for free, to us); the cost of distributing through the campus mail was prohibitive. The copying for all three is going to run at about \$500; Julia believes that the Rainbow Center will fund half of that. We will try to execute in the first week(s) of classes.
  - b. This committee thought the posters look great and discussed

- i. Funding-Amy has asked University Senate for funding. Other ideas included reaching out to other departments, College/Schools diversity committees and unions.
    - ii. It was thought that it might be hard for faculty to post 3 hardcopy fliers yet perhaps they would put it in common area space for the department. Suggested something written to include on syllabi and/or faculty websites. Edith volunteered to write and provide content.
    - iii. Suggested including all employees so a blend of fliers (perhaps less) with electronic access due to cost. Also to post fliers on monitors across campus
    - iv. It was asked if versions of the poster could also be designed horizontally to use in classroom presentations.
  - c. Discussed how to pay for them as well as who will receive them besides faculty and how to distribute hard copies, electronic copies and use of campus monitors. This will be worked on over the summer for Fall distribution.
5. Diversity Council Meeting update
  - a. The Diversity Council within ODI meet which Alice attended for the first time as our Diversity Senate representative
  - b. A presentation by UConn Police was provided to the Council on how they are working to lessen the gap between how police are viewed at UConn, especially by minority students.
  - c. Findings of the ODI interviews (5 questions such as do you have a Diversity Champion in your unit/department) with various UConn members were shared. Interviews are still taking place. Initially it seems as if a third of our campus is doing a lot around diversity, a third is doing some diversity and a third is doing nothing. It is clear that more conversations need to happen
6. The Land Usage Acknowledgement will be read at the Master's and Doctorate Commencements this weekend as announced by Lisa Pane. Committee was very excited about it, and hopes it might be read at other Graduation Ceremonies this weekend and in the future.
7. Another topic that was brought to Amy's attention was Neurodiversity. We recognized that there are other groups on campus that can address this and many other items. We will continue to focus on Gender initiatives and Data while also staying informed of other items/areas.
8. Diversity Committee Membership for next year-a few clarifications and updates were provided.

Respectfully submitted,

Pam Heath-Johnston