

Diversity Committee Minutes

Tuesday, 12/11/07

Attendance: President Mohr, Celia Arceo, Julie Mooney, Jeanne Gross, Val Goines, Bart Scott, Leonor Cabrera, Ronda Chaney, Aja Butler, Maria Mendez, Juan Arias, Michelle Bowden, Alicia Aguirre, Lesli Sachs, Ricardo Flores

Intro & Welcome:

- review of AIDS Public Service Announcement
- great Talent Show Fundraiser

Review of Minutes

Review of Mission Statement, suggested revisions

- reviewed all the changes together as an overview
- added diversity “& community” meeting...to be revisited
- grammar concerns can be sent directly to Julie and Jeanne
- “is an ongoing process” – valuing that concept
- deepening our understanding “from all perspectives”
- “and actions”
- “dialogue” – a concern that there is always a dialogue involved
- “trust for learning, living, and growing”
- “rich and complex”
- suggests to omit “from all perspectives”
- should not reflect only the committee members, it should be larger audience.
- suggestion to use intercultural instead of multicultural.
- intercultural might not be understood by all.
- include “cultivate” in first-sentence. Look at words like intercultural and cross-cultural.
- tolerance, compassion – associate those words with having diverse community and dialogue. Stereotypes and the threats – to eliminate those threats.
- issue with word of tolerance. Maybe look at word acceptance. Look at people as promising instead of threatening.
- create values within the mission statement. No more than 5 values, but just to give a guideline in addition to the mission statement.
- create a community definition. What does that word mean to you.
- words that capture the general consensus. Try to avoid certain buzzwords. I.e, tolerance is a negative word in certain context.

- google “California Tomorrow”, a thinktank. Research on diversity assessment. Look at information submitted from Statewide Academic Senate in regards to Student Equity Plans, campus climate, etc.
- regarding disability: Add something that goes into more detail that covers individual abilities

By-Laws Discussion: Diversity can be defined in many different ways. What does it mean to us?

Diversity is a commitment to recognizing and appreciating the variety of characteristics that make individuals unique in an atmosphere that promotes and celebrates individual and collective achievement.

Examples of these characteristics are: age; cognitive style; culture; disability (mental, learning, physical); economic background; education; ethnicity; gender; geographic background; language(s) spoken; marital/partnered status; physical appearance; political affiliation; race; religious beliefs; sexual orientation.

- The University of Tennessee Libraries Diversity Committee, Spring 2001; Revised January 2003

Bylaws

- subcommittee presented Diversity Committee Charge

Other:

- Figure out mechanism and ways to recognize celebrations
- Sharing or reflection activities. Keep short. 5-10 minute activity or article
- Volunteers for next 2nd and 4th Monday of the month: January 28th 2pm in Room 22-109.
- Ricardo will volunteer for next meeting.