

Diversity Committee
Tuesday, April 21, 2020
ZOOM Meeting
1:00 p.m.

Attendance: Troy Blanchard, Lori Martin, Laura Oliver, Brooklen Farley, Ayesha Kadri, Isabel Matus, Rick Gooden, Matt Calamia, Jas Sullivan, Michelle Perrine.

Dr. Martin started the meeting by thanking everyone for their time and willingness to participate in such an important endeavor for the College. She thanked Dean Blanchard for the opportunity to chair the committee. Dr. Martin indicated that the meeting would begin with introductions, followed by remarks and Dean Blanchard, and a virtual roundtable discussion about the scope and activities of the committee going forward.

The meeting was recorded. A number of recommendations, concerns, and suggestions were shared during the meeting. Here are some of the highlights:

- Our definition of diversity must be broad.
- Institutionalize key positions related to diversity within the college, such as: Associate Dean of Diversity, Inclusion, and Community Engagement
- Create an Associate Dean of Graduate Students position to provide greater attention to issues concerning graduate students, including funding, communication, and the overall graduate student experience.
- Identify and work with existing assets (i.e. individuals, programs, departments, student organizations, etc.) within the College and across campus.
- Devote greater attention and resources for faculty diversity, especially as it relates to recruitment and retention within the college.
- Consult experts in the College and beyond to address complex issues related to College's stated goals concerning diversity and inclusion.
- Provide equitable funding for programs.
- Evaluate and assess curriculum.
- Promote culturally relevant pedagogy.
- Emphasize the development of cultural competencies.
- Foster opportunities for mentoring.
- Serve as a warehouse of information, including best practices within the college and beyond.
- Collect information from students, staff, faculty, and administrators to assess the climate, which should include: advisement, teaching and learning, student life, etc.