Cultural Diversity Committee Minutes  
11/14/2007  
10:05AM – 11AM  
Location: 718G

**Present:** Julie Ancis, Eric Blacknall, Pedro Carrillo, Marva Carter, Fred Childs, Douglass Covey, Doris Derby, Susan Easterbrooks, Valerie Fennell, Christine Gallant, Shif Gurmu, Skye Hardesty, Olga Jarrett, Linda Nelson, Upkar Varshney.

**Absent:** Peggy Albers, Lauren Bradford, Elisabeth Burgess, Jeremy Diem, Dana Fox, Bernadette Hartsfield, Amina Kirk, Gabe Kuperminc, Gary Longstreet, Kathryn McClymond, Doug Podoll, Cora Presley, Ruth Stanford, Leslie Taylor.

The meeting was called to order at 10:05 AM.

The minutes of the October meeting were corrected by Shif Gurmu, and then were approved as amended.

Linda Nelson, chair of the Executive Staff Diversity Subcommittee, explained how the Affirmative Action Plan allocated the categories of faculty and staff, and how her office looked at the underrepresented groups that were statistically significant. Her subcommittee considered the data for staff who were Administrative Executives, and saw that there was not a current underrepresentation of women. They decided to continue to monitor the situation however. Linda noted that the Human Resources office has an RFP out for a company that will give us up-to-date figures on salaries, what is typical at the different levels, and what needs correcting.

Linda also distributed the data on the faculty racial/ethnic and gender percentages within the academic departments. Considerable discussion ensued concerning those departments with underrepresented groups.

Susan Easterbrooks next updated the committee on the Campus Map project for the disabled. We hope to expand it from a student effort to a University effort, for at present it is a project undertaken by Leslie Taylor’s graduate students.

Susan also reported on the Disability Awareness Day activities, which she said were a great success. She thanked Doris Derby for the refreshments which her office provided. There were 9-10 booths on various disability issues, and well over 200 participants. Future activities will be handled by the Office of Disability Services.

In a related matter, Christine asked the committee for their recommended preference for two procedures being developed that would recommend ADA-related repairs to MRRF (the Subcommittee on Major Repairs and Renovations to Facilities, out of the Planning and Development Committee). Would it be better to have the Disability Initiatives Committee (DIC) review the repairs and prioritize them, or to place two DIC members on MRRF with the MRRF mission expanded. In a straw vote, the committee decided that it would be better for the ADA-repair list to go through the DIC first, which would then make recommendations to MRRF.

Doris Derby next updated us on the work of the AAMI Subcommittee. They have met biweekly, and held an informal dialogue with about 20 African American male students on what they would wish in such a program. Shif Gurmu noted that recruiting such students is important for us, but the retention of those already here is most important. Julie Ancis provided a general overview of some of the feedback that resulted from the informal dialogue. Specifically, she indicated that several students expressed the need for mentors to be proactive and “genuinely interested.” Students mentioned that their current Academic Advisement did not
meet their needs. In addition, some students suggested that a curriculum be written for the mentors which includes different “phases” of mentoring.

Doris said that the students thought that it would be useful to have more than just one mentor, perhaps mentors for different areas. It would be important to have mentors who shared their cultural heritage, but cross-cultural mentors could also be valuable. Linda asked if staff members might serve as mentors, and Doris replied that the focus was on having faculty mentors. Christine agreed. Olga Jarrett suggested that the alumni groups could be contacted for possible mentors.

There being no other business, the meeting was adjourned at 11:00.

Minutes submitted by Christine Gallant.