Cultural Diversity Committee
Minutes for April 8, 2010
2:00 pm –4:00 pm.


Absent: Julie Ancis, Peggy Albers, Cathy Brack, Elisabeth Burgess, Douglass Covey, James Dutton, Susan Easterbrooks, Valerie Fennell, Mary Anne Gaunt, Shif Gurmu, Beth Gylys, Heather Housley, Gabe Kuperminc, Leslie Madden, William Robinson.

Guest: Chaneta Forts from ODDEP.

There were not enough members present to form a quorum, so the February minutes could not be approved.

Christine Gallant updated the committee on the progress of the DIC’s Disabilities White Paper, chaired by Susan Easterbrooks. The DIC would hold its focus groups of disabled staff and faculty on Friday, April 9, from 1-4:30, and then the White Paper would be drafted taking into account their findings.

Next, those present critiqued Draft #7 of our FDWP at length. At the end, Christine said that she would amend the draft into Draft #8, and send it around electronically to the full committee for comments and a vote of approval, including the February minutes for their approval as well.

Annette Butler then presented the 2009 Affirmative Action Plan via PowerPoint. She noted that in 2009, the Academic Executives (1B) and University Executives (1A) job groups were not under-utilized by gender; although future review was needed to be sure that this trend continued. However, she added that job group 1B continued to be under-utilized by minorities. Discussion followed by Cora Presley and Doris Derby about the way in which the data on percentages of minorities and females were presented, which they thought was misleading for job groups 1B and 1A. Cora suggested that our committee invite Provost Palm to a meeting of our committee to be told of the “Identified Key Issues” in the Affirmative Action Plan, and our committee’s efforts to address them.

(Note: Directly after the meeting, the committee was asked to vote electronically on Draft #8 of the FDWP by Tuesday, April 13. After further amendments were suggested and accepted, the committee unanimously approved the FDWP and the February minutes.)

The meeting was adjourned at 4:00 pm.