

Diversity Advisory Committee Minutes | 2016-17

Meeting Date: April 10, 2017

Members Present: Alston-Miller, Monika; Combs, Brandon; Frank, Adam; Gallavan, Nancy; Gilbreath, John; Gillis, Graham; Graybeal, Lesley; Groves-Scott, Victoria; Jackson, Apryl; Jemerson, Carmesha; Lasker, Karen; Lettman, Stacy; Riedmueller, Shannon; Smallwood, Marie; Strickland, Charlotte; Thill, Jesse; Webster, Angela; Williams, Ronnie; Yang, Lei

Members Absent: Kuhn, Sharon; Lacy, Brad; Littleton, Dierre; Maxwell, Lauren

Special Guest: President Davis

Call to Order: Angela Webster called the meeting to order at 2:00 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes

The committee reviewed and electronically approved the minutes from October 3, 2016 on October 17, 2016.

II. Sub-Committee Reports

- **Data-Assessment:**
 - Campus Climate Survey:
 - The results have been communicated to the campus
 - Conducted a special meeting with the College of Education based on a special request
 - Looking into hosting the survey for specific sub-groups and add a question to filter data for specific colleges
- **Funding:**
 - Institutional Funding has not changed
 - \$15,000 came from President Courtway's discretionary fund previously; President Davis decided to make it a part of the Student Services/Institutional Diversity operating budget; John Fincher is helping to secure sponsorships
 - Mr. Williams is working with former board member, Victor Green, to secure potential donors
- **Recruitment, Retention, & Development of Diverse Faculty:**
 - Dr. Angela attended the annual recruitment conference, Compact for Faculty Diversity; she has attended for 4 years now
 - UCA hired an African-American female PhD in Chemistry from this conference
 - Institutional Diversity Grant Program
 - Awarded to diverse faculty who want to disseminate their research, any faculty who wants to disseminate their diversity related research, as well as departmental programming and RSO programming
 - Awarded 7 in the 2015-16 academic year; awarded 10 so far this academic year
 - Next due date is April 15, 2017
 - Information is listed on Institutional Diversity website

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- **Diversity and Inclusive Excellence Award:**
 - This is the 2nd annual award; to be announced during the Employee Service Awards ceremony
 - Made changes after the first year
 - Trying to maintain consistency with Faculty Excellence Awards:
 - No ranking; 2 finalists and 1 recipient
 - Added previous recipient to Committee
 - Working toward uniformity in award amount
 - Removed students from faculty/staff award. There is a new student award: Outstanding Diversity Outreach by a Student Award that will be announced at the new Student Involvement Awards ceremony on Wednesday, April 12
- **Diversity Strategic Planning (*Student Success and Retention Council*):**
 - Transitioning to PAWS (Planning and Assessment Web-based System)
 - For assessment reporting purposes
 - All units/departments will have access to it and will be required to use it
 - The outcomes will be preprogramed in the system
 - Will be on-going
 - There is currently an overlap in the language of the objectives- we are revising the Diversity Strategic Plan to simplify some language so one initiative can hit multiple categories
 - SSRC is finalizing the retention plan for the institution; a lot of these items are tied to diversity
 - Nancy Gallavan, John Gilbreath, and Lesley Graybeal have agreed to serve on the sub-committee
- **Gender Identity on UCA Forms and in Technology Systems:**
 - Original charge: determine how gender identity could be identified in UCA's current technology systems and whether there would be any costs; met with various leadership and researched other universities
 - There are systems that need adjustments to address:
 - Preferred name or nickname, preferred pronoun, application for admission/graduate admission, housing, ID cards, email, directory listings, class rosters, grade rosters, SHC intake forms, counseling center intake, alumni enrollment participation materials and publications
 - Current hurdles:
 - There are Banner restrictions which cannot be changed until an upgrade occurs
 - Some forms require legal name such as FASFA and Official Transcript
 - Committee looking at what can be accomplished, the timeline and at what cost
 - UCA Office of the Registrar has a gender change form available for those who go through the proper legal channels
 - Dr. Gallavan made a suggestion to put the gender names in alphabetical order on all forms and in all systems
- **Gender Neutral Restrooms:**
 - Two New spaces- Doyne Health Science Center and Conway Corporation Center for Sciences- all are listed on the UCA Website and the Diversity website

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- Current needs:
 - There is a need for consistency in labeling- graphic with no words
 - Add a lock (vacant or occupied) in the College of Education- Mashburn
 - Need for a gender neutral restroom after hours in the Farris Center area
- There is a Senate bill 774 regarding unlawful use of a restroom of the opposite sex or gender than one's birth certificate; it is currently on hold/being studied for a year
- Dr. Angela completed a survey for UCA to be designated an LGBT friendly campus through Campus Pride
 - Has a report card up to 5 stars; includes policy inclusion, supporting institutional commitment, campus safety, counseling and health, and recruitment and retention
 - They are interested in not only sexual orientation but also gender identity; our diversity statement does not include gender identity

III. Old Business

- None

IV. New Business: Recommendation for the Fall/Next Academic Year

- Gender neutral language at UCA
- Survey to determine the information UCA students want to receive for more targeted marketing
- Address immigration issues
- Religious tolerance
- Faculty and Staff relations
- Key performance indicator for diversity

V. For the Good of the Order

- If your appointment continues into Fall 2017, be prepared to serve on a sub-committee
- The College of Liberal Arts Diversity Committee is now a Standing Committee in their college. This committee is developing its plans for the future, selecting officers, and holding monthly meetings, beginning in the Fall.
- Received a thank you email from a parent regarding the use of a lactation suite
- College of Education is sponsoring the screening of the Katie Couric documentary "Gender Revolution"- April 20; Q & A afterward
- Civility Circles, Wednesday, April 12, SC 213 at NOON, Lunch and Learn
- There is a Sexual Assault Awareness Campaign going on through Housing- be on the lookout for activities going on; they are handing out red lipstick through Red My Lips Campaign

VI: Calendar: Next Meeting

Denicha Kemp will send out a Doodle poll regarding the next meeting for Fall 2017

VII: Adjournment

The meeting adjourned at 2:47 p.m.