

Diversity Advisory Committee Minutes | 2016

Meeting Date: October 3, 2016

Members Present: 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; Webster, Angela; Williams, Ronnie

Members Absent: Frank, Adam; Hartle, Emily; Kuhn, Sharon; Lacy, Brad; Maxwell, Lauren; Morrison, Mary; Yang, Lei

Call to Order: Angela Webster called the meeting to order at 3:04 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The committee reviewed and electronically approved the minutes from February 15 on February 24, 2016.

II. Sub-Committee Reports

- **Data-Assessment:** The data assessment committee has been meeting throughout the Summer:
 - Student Survey Statistics:
 - 501 students completed the survey
 - Factors: perceptions of the institution, visibility, personal attitudes/behaviors, co-curricular environment, perception of peers, f/s, administration, policies, campus accessibility and safety, overall learning, overall satisfaction, and sexual assault
 - Skyfactor set the goal to 5.5 to determine a threshold: Areas where we did not hit the mark: perceptions of administration and peers, co-curricular environment, policies and campus safety
 - Compared to all institutions that took the survey, we were lower in personal attitudes/behaviors, campus training, and perceptions of peers
 - The sub-committee has conducted 2 focus groups- one with Student Government Association
 - Faculty/Staff Survey Statistics:
 - 454 Faculty and Staff responded; That reflects a 30% response rate from full-time employees
 - Areas that we did not hit the mark: Administrative policies, campus environment, visibility and perceptions of administration.
 - There will be campus forums: 10/20, x-period in the Student Center, and 11/3 at 5 p.m. in the Student Center
- **Funding:** Current funding challenges: The limited funding previously received was from President Courtway's discretionary fund and enrollment/revenue is down. As the university transitions into a new administration, we will look at new funding sources. The sub-committee is currently working with the Foundation to identify donors for private funding

Diversity Advisory Committee Minutes | 2016

- **Retention & Recruitment:** Dr. Angela will once again recruit at the SREB conference this year; this conference hosts over 1,000 minority PhD candidates;
 - The Institutional Diversity Grant program began in the Spring; it is generalizing university wide programming and institutionalizing diversity
 - The Diversity & Inclusive Excellence Award was given for the first time in the Spring; there are plans to change the ranking in the future to be more aligned with the Office of the Provost
 - UCA received a Commitment to Diversity Award and LULAC award; these recognitions will go on the website
- **Strategic Planning:** A campus timeline was sent out last week regarding Divisional and Departmental Diversity Strategic Plans; The template is uploaded on the Institutional Diversity's website as a Google Doc; The plan is due October 15 to Deans and Vice Presidents

III. Old Business

- Gender Identity on UCA Forms
 - Non DAC members will be added and the committee will be reconvened to determine how LGBT and in particular transgender students are being served
 - Discussion: Some students may not be able to self-identity due to their parents filling out their admissions form; there is a concern of how to handle those students or parents who do not want their child to be housed with transgender students
 - Suggestion that all university language needs to be gender neutral
 - Suggestion to create/send a form to determine what type of information students would like to receive to increase targeted marketing. We need to explore what other universities are doing in terms of targeted marketing
- Gender Neutral Restrooms- there is an expanded list of GNRs on the website
- Lactation Suites- there is a list on the website; there are two new ones; one in LSC and one in Brewer- Hegeman

IV. New Business- Diversity Blueprint (Exhibit A): The Blueprint has four components: The Office of Institutional Diversity, The Office of Diversity and Community, The Office of University Training, and the Diversity Advisory Committee.

New topics this year:

- Conversations About Diversity: one that was highlighted included Oct. 18- X-period- President Middleton from the University of Missouri System will be here to discuss intercultural communications in higher education
- Project X started this year, it is an early arrival program for first time entering freshman men of color
- Woman to Woman started this year; this is the female version of Black Male Achievement Challenge
- The Diversity Training Topic this year is Civility and Communication in the Midst of Differences

V. Announcements/Committee Expectations

- Committee Expectation- every member is expected to serve on a sub-committee

Diversity Advisory Committee Minutes | 2016

- John Gilbreath and Apryl Jackson have been added to the Gender Identity Sub-committee
- There will be a Diversity Key Performance Indicator Sub-committee coming in the Spring.

VI: Calendar: Next Meeting

Denicha Kemp will send out a Doodle poll regarding the next meeting for early in the spring.

VII: Adjournment

The meeting was adjourned at 4:01 p.m.



INCLUSIVE COMMUNITY. INCLUSIVE EXCELLENCE.

Office of Institutional Diversity

- Academic Bridge Connection (ABC) Program
- Affinity-Resource Groups
- Assessment-Diversity Initiatives
- *Conversations about Diversity Series*
- Diversity Website
- Gender Neutral Restrooms – [New Locations](#)
- Institutional Diversity Grant Program
- *Leadership Lens Series*
- Minority Business Partnerships
- Lactation Suites – [New Location](#)
- Recruitment of Minority Faculty

Office of Diversity and Community

- Academic Achievement Celebrations
- Black Male Achievement Challenge (B-MAC)
- Cultural Celebrations
- Graduation Celebrations
- Latino/Hispanic Outreach
- LGBT+ Student Initiatives
- Minority Mentorship Program
- Miss Essence Scholarship Pageant
- MLK Prayer Breakfast
- Project X (Early Arrival Program)
- Recruitment Partnership Events
- Retention-Focused Programming
- Student Leadership Seminars
- Woman2Woman

Office of University Training	Diversity Advisory Committee
<ul style="list-style-type: none"> • 2016/2017 Diversity Training Focus: <i>Civility and Communication in the Midst of Differences</i> • Administrative Assistant Training • Administrative/Professional Day Reception • LGBT+ Safe Zone Training • Lunch and Learn Professional Development Series • New Staff Orientation • Online Training • Recognized Student Organization (RSO) Training • Training in Partnership with other Campus Units • Workplace Harassment Prevention 	<ul style="list-style-type: none"> • Subcommittees • Data Assessment • Diversity Strategic Plan • Funding for Diversity Initiatives • Campaign for the Campus Climate Survey Results • Diversity Strategic Plan Implementation • Gender Identity on UCA Forms • Other proposed committees and projects+9*

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