

**Meeting Date:** February 11, 2014

**Members Present:** Darshon Anderson, Katie Bruich, Bi-Ling Chen, Jerry Coleman, John Fincher, Graham Gillis, Victor Green, Greg Hunt, Aaron Knight, Joslyn Kuykendall, Wendy Lucas, Sandra Lockett, Juan Mayen, Corey Parks, Carolyn Pinchback, Charlotte Strickland, Angela Webster-Smith, Ronnie Williams (chair)

**Members Absent:** Orville Adams, Nancy Gallavan (AA), Tiffany Johnson (AA), Wendy Lucas-Castro (AA), Kaye McKinzie (AA), Letha Mosley (AA); (AA: *Prior Awareness of Absence*)

**Call to Order:** Mr. Williams called the meeting to order at 1:45 p.m.

## **Agenda Items:**

### I. Acknowledgement of Approval of Previous Meeting Minutes:

The December 3, 2013 minutes were reviewed and approved electronically.

### II. Strategic Planning Presentation by John Fincher:

The plan is for the committee to provide a Strategic Plan on Diversity for the campus. John Fincher began a presentation on Strategic Planning to:

- act as a catalyst for the committee's future conversation
- provide a simple framework for the task
- highlight a few important decisions
- create a baseline on the subject matter

Committee's task: Take everything that is already in place and make them flow together

The framework: Situation → Target → Path

Explanation of Stages:

- Situation: gathering info, input, and data
- Target: Defining what we want to accomplish in the future
  - The committee noted that there needs to be more communication between faculty, staff, and student groups
- Path: Developing the action steps to reach our goals

Each strategy includes:

- Action
- Responsible Party
- Timeline

- Estimated Cost
- Measurable Outcome

\*Dr. Wendy Lucas has already developed a template that can be followed to aid in this process.

\*See “Next Steps” handout.

\*See PowerPoint for more details.

### III. Committee Appointments: Drawing of Lots

Note taker Denicha Kemp gave a summary over the committee appointments. The following have 1 year appointments: the UCA Board member and the representatives from the UCA Alumni Association, UCA Foundation, and the Student Government Association.

The other committee appointments will serve two-year terms unless they draw a 1 year term during the drawing of lots. Afterwards, all remaining terms shall be for two years.

All appointments had to be drawn during the meeting, even those that were not in attendance at the time of the meeting. Faculty drew for absent faculty and staff drew for absent staff. The results were as follows:

#### **Faculty Senate Appointments:**

Chen, Bi-Ling	2 years
Gallavan, Nancy	1 year
Lockett, Sandra	2 years
Mckinzie, Kaye	1 year
Mosley, Letha	2 years
Pinchback, Carolyn	1 year
At Large Faculty Member (not appointed yet)	2 years

#### **Staff Senate Appointments:**

Coleman, Jerry	1 year
Johnson, Tiffany	2 years
Knight, Aaron	1 year
Kuykendall, Joslyn	2 years

\*Members may be reappointed.

### IV. Gender Neutral Restrooms on Campus (Discussion):

Juan Mayen requested to speak on this subject. Gender neutral restrooms are also known as family restrooms. The Student Diversity Committee has already come up with a list (report) that includes most campus buildings and highlights where the gender neutral restrooms are located.

This list was provided to the committee. According to their list, only four buildings and one residence hall has at least one gender neutral bathroom. Their recommendations are to: post the report inside building restrooms and on social media sites.

Other suggestions from the committee were to:

- make postings on campus maps
- make the list available at UCA Concierge Services
- make a tab on the UCA website's A-Z for Transgender Facilities
- Simply change signage on current bathrooms

The DAC decided to create an ad-hoc subcommittee on this topic to include:

Juan Mayen (chair), Charlotte Strickland and Joslyn Kuykendall.

\*Mr. Williams suggested that they also include Larry Lawrence from the Physical Plant since he has oversight responsibilities for the University's infrastructure.

#### V. Annual Diversity Training- Charlotte Strickland:

Charlotte Strickland gave out handouts with statistics on Diversity Training from the last 10 years. She discussed how the sessions have changed in terms of being mandated/voluntary, discussion topics, number of sessions, and number of total people taking the seminars. She explained that her topics on Diversity have come from a "Dimensions of Diversity" chart that includes 15 topics. She stated that she has completed the entire chart and is now soliciting our help with what we feel is needed to be discussed. She gave a deadline of April.

#### VI. Other new business?:

None but Aaron Knight requested that Denicha Kemp (notetaker) provide a separate sheet listing all of the committees.

#### VII. Calendar: Next Meeting: March

\*Reminder: Sub Committee reports will be heard at that time

Angela Webster-Smith agreed to administer a doodle poll online in order to set up the next meeting. The date/time for the next meeting will be announced later.

**Adjournment:** Meeting was adjourned by Dr. Angela Webster-Smith at 2:48 p.m.