

Meeting Date: April 15, 2021

Members Present: Barnett, Curtis; Desai, Nishka; Elder, Britni; Glenn, Jonathan; Green, Charlotte; Robertson, Brandi; Rodgers, Shawanna; Simon, Joan; Strickland, Charlotte; Taylor, Alison; Tiruneh, Gizachew; Warren, Joanna; Webster, Angela; Williams, Ronnie; Williams, Tom

Members Absent: Buchanan, Astazzia; Conner, M. Shelly; Fricks, Veneta; Gayfield, Elizabeth; Ingram, Taylor; Roberts, Hunter; Walker, Azida

Members By Virtue of Position: Fincher, John; Reed, Darshon

Special Guests: Jaron Hamilton, Michelle Kepke, John Merguie, and Maria Negrete-Padron

Call to Order: Dr. Webster called the meeting to order at 1:01 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The committee reviewed and electronically approved minutes from November 5, 2020 on November 17, 2020.

II. Introduction of Committee Members

Each member was asked to introduce themselves as there were new members added to the committee since the fall meeting.

III. Subcommittee Reports

- **Belonging Among Commuter, Nontraditional, & Online Students** (Presented by Dr. Angela Webster on behalf of Dr. Craun)
 - The subcommittee chair is Dr. Craun; he was unable to attend due to a teaching conflict
 - This committee already has lots of ideas:
 - Getting definitions for each of the student groups
 - Looking at the number of students in each category
 - Designing a survey specifically for these groups
 - Using data we already have (i.e., Project Management course in College of Business that yielded data from a goodly number of Veteran)
 - Will be gleaning information from the Alumni survey
 - Considering the creation of a website to publish the resources for the target groups of students such as scholarships, Minton Commuter College and lounges, etc.
- **Black Men's Experience** (Presented by Dr. Angela Webster)

- The committee has presented the data and report from the quantitative study of the black male experience
- Currently analyzing the data from the qualitative study
- Looking at audio/visual means to present this data that will include black male students
- **Campus Climate Survey** (Presented by Dr. Darshon Reed)
 - The 2021 survey was conducted; Dr. Darshon met with many constituencies to discuss the urgency and need
 - The timetable was between March 1-28; There were a few hiccups with the lists that were pulled from the system so there were adjustments made to accommodate this
 - Response rates:
 - Faculty/Staff response rate 12.7%- 443 responses
 - Student response rate 3.7%- 550 responses
 - If a college does not have at least 100 responses, detailed findings will not be shared with them in order to protect the information from being identifiable
 - The findings will be reported in the fall
- **Community Policing** (Presented by Chief Merguie)
 - During their first meeting, Chief Merguie presented the Executive Summary from the Governor's Office task force findings and best police practices or recommendations for the State
 - The recommendations included: Field training office programs, implicit bias training, ethics, duty to intervene, cultural competency, de-escalation, crisis intervention training; Chief Merguie indicated that UCAPD is already implementing these recommendations
 - More hours will be added to the racial bias training this summer to 4 hours
 - The state recommended state of the art body cameras and adequate storage; UCAPD has been implementing this for at least 10 years
 - The task force recommended training/programs on "Know Your Rights/What To Do When Pulled Over"; Chief Merguie indicated that he is hoping for literature and training/discussion points on this from the State
 - During an early meeting, the subcommittee discussed all of the training/programmings that UCAPD usually conducts throughout the year
 - Diversity, crisis intervention, response to law enforcement, drug endangerment, children's awareness, effective report writing, ethics for law enforcement, eye witness identification, foundations for sexual assault investigations, foundations for supervisory leadership, human trafficking awareness, identifying/preventing bullying, racial profiling, sexual assault investigations...etc.

- These trainings are annually and bi-annually, depending on the program
- **Diversity & Inclusive Excellence Award** (Presented by Dr. Angela Webster)
 - Selected this year's recipient; the amount of the award has been increased from \$1,000 to \$3000
 - This recipient will be awarded at the Fall Convocation along with recipients of other excellence awards
- **Diversity Key Performance Indicators & Diversity Strategic Plan** (Presented by Dr. Jonathan Glenn & Dr. Darshon Reed; See **Exhibit A**)
 - These efforts have been combined this year
 - Had a successful survey in Fall 2020 that reported diversity activities from 2019-2020; most of the goals relate to knowledge surrounding Goal 3; second was Goal 2 in relation to support; Goal 1 was last
 - The subcommittee made some substantive changes but is still working to improve the reporting and analysis processes
- **IDI Grant Program** (Presented by Dr. Angela Webster)
 - There has been less activity this year due to COVID
 - Fall 2021- 0 grants; Spring 2021- 2 grants- only paid for 1 so far for \$133.87
 - The Summer application deadline is today
 - Modified the individuals who are eligible; this year undergraduates were added
- **Immigrant Experience at UCA** (Presented by Maria Negrete-Padron)
 - Hosted a "Paint Your Nationality" event this semester- 2 different sessions were provided
 - It was well attended and included a partnership with the Latino Student Association
- **Lactation Suites** (Presented by Michelle Kepke)
 - Working on a budget for a suite in Irby
 - The subcommittee is working on a space to serve mothers during big events.
 - Suggestions:
 - Mamava- a mobile lactation suite/pod that could be used for different events/locations; unfortunately, it is too large for the available space
 - Kevin Carter has suggested other places for additional lactation suites especially during events
 - Chief Merguie suggested pop up tents for special events
 - A working group within the subcommittee will focus on suite preservation by checking the spaces twice per semester
- **LGBTQ+ Advisory Committee** (Presented by Dr. Angela Webster on behalf of Dr. Taine Duncan)
 - Hosted a welcome meeting back in the Fall
 - Working on reconnecting with Campus Pride

- The Office of Diversity and Community hosted a Lavender Ceremony this past week to celebrate with graduating LGBTQ+ students
- ODC is participating in the National #LAVGRAD Ceremony to give more support to the UCA Lavender Ceremony and the LGBTQ+ student community; It will be posted on the Campus Pride website
- **Political & Religious Acceptance at UCA** (Presented by Charlotte Strickland)
 - Hosted “Bear in Mind” Spirituality panel in February
 - Feedback was to also include agnosticism and atheism in the future
 - This subcommittee connects with the Civic Action Coordination committee (chaired by Lesley G; See **Exhibit B**)
 - SGA will have a virtual Day at the Capitol on April 23, 10-2
- **STAR- Strategies Targeting Academic Representation** (Presented by Dr. Angela Webster)
 - Minority faculty mentoring initiative- had 8 mentor/protege matches; this number was down due to COVID
 - A Spring event, “Exploring UCA’s Demographic Data” was hosted and successful. Other such events were requested
 - Members will participate in a virtual recruitment session on Friday and Saturday as a means of attracting more underrepresented faculty

IV. New Business:

- We will be inviting all subcommittee chairs to the semester meetings to make reports and answer questions

V. For the Good of the Order

- An annual DAC report is not required
- For anyone who is rolling off the committee, many thanks for your service
- This is the final DAC meeting for VP Williams and we wish him a happy retirement

VI: Calendar: Next Meeting

- The next meeting will be scheduled in the Fall semester so keep watch for an email at that time

VII: Adjournment

The meeting was adjourned at 2:02 p.m.



UNIVERSITY OF CENTRAL ARKANSAS

DIVERSITY STRATEGIC PLAN REPORT 2019-2020

UCA DIVERSITY GOALS

Goal 1: Recruitment and Retention

We actively pursue and seek to retain a diversified student body, faculty, and staff

Goal 2: Support

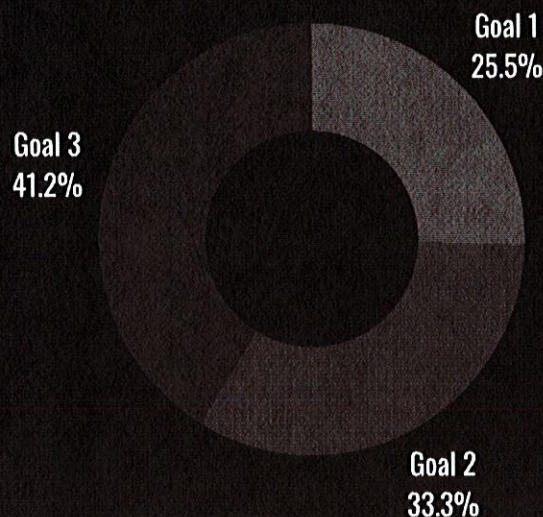
We maintain the highest academic quality and ensure that our programs remain innovative and responsive to the ever-changing and diverse needs of those we serve

Goal 3: Knowledge

We seek to enhance interaction and understanding among diverse groups and cultivate enriched learning opportunities in a global community



During 2019-2020, 42 different units reported a total of 165 activities, initiatives, actions, or programs directly oriented towards the UCA Core Value of Diversity



Of the units reported, most focused on Goal 3, which is to enhance interaction and understanding among diverse groups and cultivate enriched learning opportunities in a global community.

DSP HISTORY



DSP 2019/2020
42 UNITS
165 ACTIVITIES



DSP 2018/2019
31 UNITS
116 ACTIVITIES



DSP 2017/2018
30 UNITS
104 ACTIVITIES



DSP 2016/2017
46 UNITS
153 ACTIVITIES



DSP 2015/2016
23 UNITS
69 ACTIVITIES

DSP GOAL CHART HISTORY

Exhibit A-
pg 3

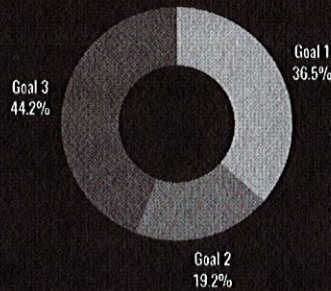
DSP 2019/2020



DSP 2018/2019



DSP 2017/2018



DSP 2016/2017



DSP 2015/2016



Civic Action Coordination Committee Agenda

4-2-21

1:00 pm

Reminder: Don't forget to list your events on CubConnect and use the category BearX Civic Engagement! (Let Lesley or Wendy know if you need help with this!)

EVENTS/ANNOUNCEMENTS

SGA

- Day at the Capitol will take place **on campus** on April 23rd from 10-2
- Event will include panel of legislators, lunch, and deliberative dialogue on the topic of free speech on college campuses
- **Members of the Civic Action Coordination Committee are invited to attend some or all of the event-- please let Lesley know by Friday 4/9 if you are interested in attending so we can coordinate the details**
 - SGA would be interested in hearing from members of this committee about the civic engagement work that you are part of at UCA
 - The deliberative dialogue will take place in lieu of our regularly scheduled committee meeting time (1-2 pm)

Vote Everywhere

- Applications open for two ambassador positions-- apply by April 1st!
- Events shared by Andrew Goodman Foundation
 - **Voting Rights Briefing: The Bills That Could Change The Game.** Zoom registration link. 7:30 ET on Thursday 4/8
Description: Join AGF staff and guest speaker Hannah Klain, Equal Justice Works Fellow in the Brennan Center for Justice's Democracy Program, for a briefing on the For the People Act and the John Lewis Voting Rights Act. These two pieces of federal legislation would expand voting rights across the entire country, superseding the many state voter suppression laws that we are constantly battling, including the egregious anti-voter bill signed in Georgia just last week. Come for important updates and context, and leave with a call to action!
 - **For The People Act Action Hour**
Zoom registration link. 4:00 ET Wednesday 4/14
Description: Join the Andrew Goodman Vote Everywhere Network for an hour of action in support of the For The People Act, a once-in-a-generation opportunity to build an equitable democracy. As we continue to face relentless assaults on our voting rights—particularly for youth and voters of color—we must remember our collective power. Together we will make calls and mobilize our networks to influence our representatives across the country and get this Act passed. Bring three friends to triple your impact!

Service-Learning & Volunteerism

- We are recruiting AmeriCorps VISTA members and would love your help connecting with students who are graduating, interested in public service or nonprofit careers, and don't already have plans for next year! Links to apply for open positions are at uca.edu/americorps. All positions are open until filled, but our target selection deadline is June 10th.
- Census Bureau:
 - Census Data for Everyone workshop **April 8, 2021 at 2 pm ET**. Learn about how your responses to Census Bureau surveys are used to create publicly available data products. Explore data tools on census.gov and discover how you can utilize those tools to help transform your communities. **Register here:** <https://uscensus.webex.com/webappng/sites/uscensus/meeting/info/41577d91c7954a9780f551ef8a7130d5?isPopupRegisterView=true> [Event Full]
- Campus Election Engagement Project resources:
 - Election Rules Debate/HR1 (For the People Act): <https://campuselect.org/wp-content/uploads/2021/02/Election-Rules-Debate-HR1-Bill-2021.pdf>
 - Guide to Disinformation: <https://campuselect.org/wp-content/uploads/2020/03/CEEP-Guide-to-Disinformation.pdf>

Conway Conversations / UCA Library

- The Human Library scheduled for April 6th! You can sign up to be a book or volunteer, or RSVP to attend on the LibGuide at <https://uca.libguides.com/HumanLibrary>
- **Arkansas Peace and Justice Memorial Movement:**
 - Watch the "Achieving Civil Discourse Through Storytelling" film screening and panel discussion event sponsored by Arkansas PBS and moderated by Clarice and Kwami Abdul-Bey, with, as panelists, PBS American Portrait's Craig D'Entrone, StoryCorps' Nicolas Cardena, The Yarn's Hilary Trudell, Americans for Prosperity's Ryan Norris, The Diversity Booth Inc's Amber Booth-McCoy, Braver Angels' Katie Zakrzewski and Coming to the Table's Tom DeWolf!
 - This film screening and panel discussion event was held in partnership with KUAR FM 89.1, Washitaw Foothills Youth Media Arts & Literacy Collective and Arkansas Peace and Justice Memorial Movement.

Feminist Union

- Feminist Union hosted Taking Down the House with PhiRe club this past week. Due to weather it changed to a virtual experience from an outdoor viewing, but because we got licensing permissions, we are thinking of hosting another viewing this fall. If we do so, we'd love to have community partners and maybe some other events around the topics of the documentary

General Discussion/Issues

- Arkansas Legislative Session has been extended
 - University is watching bills related to nursing degrees, insurance, and more
- Follow up: How can we best keep students informed and engaged with the Arkansas legislative session?
 - Follow <https://www.facebook.com/citizensfirstcongress/>
 - Sign up to receive texts: **Text "ARLEG" to 33339**
- House and Senate Education Committee Watchers. You're invited to a weekly legislative update meeting **Tuesdays at 10:30 am** where we can review recent and upcoming bills before the Education Committees of the Arkansas House and Senate (or a different committee if you all prefer):
 - Join Zoom Meeting
 - <https://zoom.us/j/96233588806?pwd=L3UwbE1OT3Q0MzgwRStrN0V5a3JKUT09>
 - Meeting ID: 962 3358 8806
 - Passcode: 6PEFNg
 - New note: VERY contentious bill on using public funds for private school scholarships. There's a big division among republicans on it. You can read about it here: [Private-school tuition bill fails to clear state House \(Dem-Gaz\)](#)
"A proposal to fund private school tuition for qualifying students with up to \$4 million in state income tax dollars failed in the Arkansas House with bipartisan opposition Wednesday, after barely making it out of committee the day before."
- Legislative Issues Christy is Following
 - Civil Asset Forfeiture Reform: Sen. Clark's is submitting a new bill with a MUCH narrower scope. It modifies the process for 3rd party owners of seized property. SB560 (the watered down civil asset forfeiture bill) just passed the Senate 34-0 but has an uncertain future in the House. Even the watered down version has gotten a LOT of push back from the law enforcement community and it's future is very uncertain. If I were betting, I'd bet against it actually becoming a law.
 - "Good moral character" Requirements for Occupational Licensing: Rep. Dodson attempted to reintroduce language that allows boards' broad latitude for denying licenses based on applicants failing to demonstrate "good moral character". This language was removed in the last legislative session (in my opinion, correctly). These powers are often used to prohibit the awarding of occupational licenses to individuals who have been charged or convicted of crimes in the past even if they are unrelated to the occupation in question or it was a long time ago. The bill passed the house committee and the house but died in the senate committee. Here's a link to a blog post that talks about it:
<https://uca.edu/acre/2021/03/17/acre-experts-testify-on-licensing-research/>
The blog post lists the start time of the ACRE people so you have to skip backwards to see Dotson's presentation and committee members questions. The Senate one is MUCH more interesting so if you're only going to watch one, I'd go there. But contrasting the two is also interesting because it's clear that the house

representatives don't have the same kinds of questions (presumably because Dotson has already convinced them of the merits previous to the meeting?). In the Senate Committee meeting UCA's own Dr. Tom Snyder also calls out Dotson (in his great way) for misrepresenting what his bill does. Dotson says it's just putting in a definition people can use instead of making it clear that the law will require its use because of the word "shall". It's an important point and I think it might have helped convince committee members that might have been uncertain. But we'll never really know.

- Renters' rights: Greg Leding is providing ongoing updates on Twitter and his email newsletter. (Not an ACRE issue so I might not be as up to date on it)
- ARKANSAS transgender youth/parents of transgender youth, we would like to talk to you for an Arkansas Democrat-Gazette story. We prefer on-the-record sources, but, due to the subject's sensitive nature, we can provide anonymity. **Please email jroberts@adgnewsroom.com**