

**Meeting Date:** November 12, 2019

**Members Present:** Conner, M. Shelly; Drayton, Morgan; Ewing, Joanna; Gayfield, Elizabeth; Gillis, Graham; Glenn, Jonathan; Green, Charlotte; Jetts, Kristin; Kuhn, Sharon; Maltbia, Cornell; Schlachter, Steve; Strickland, Charlotte; Tiruneh, Gizachew; Webster, Angela; Williams, Ronnie; Williams, Tom

**Members Absent:** Eslinger, Nadia; Fricks, Veneta; Hall, Mya; Holbrook, Franklin; Scaife, Audrey; Walker, Azida

**Special Guests:** Dr. Taine Duncan, Dr. Allen Thomas, and Alana Reid

**Call to Order:** Dr. Webster called the meeting to order at 10:01 a.m.

### **Agenda Items:**

#### I. Introduction of Committee Members

At the beginning of each new academic year, everyone is introduced as there are new members added to the committee.

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

The committee reviewed and electronically approved minutes from April 10, 2019 on April 22, 2019.

#### III. New Business:

- New and Returning Subcommittees
  - LGBTQ+ Standing Subcommittee proposal (Submitted by Taine Duncan; **See Exhibit 1**):
    - **The proposal was approved with a motion from Elizabeth Gayfield and second by Kristen Jetts.**
  - Lactation Suites (Presented by Angela Webster):
    - It was proposed that the Lactation Suites subcommittee return to revisit the use, content/furnishings, and privacy matters of the suites.
    - There are currently 5 suites (Old Main, Torreyson Library, original LSC building, Women's Health, and BHCC, with one planned for the Integrated Health building and subsequent new buildings).
    - There is an ongoing collaboration with the Non-traditional Student Office to supply diapers to the suites with the "No Child Wet Behind" campaign.
    - **The proposal was approved with a motion from Jonathan Glenn and second from Cornell Maltbia.**
- Subcommittee Annual Reports (Presented by Dr. Angela Webster):

- Beginning this academic year, each subcommittee will submit a brief annual report to keep the campus updated of DAC work and remain aligned with other university committee practices.

#### IV. Subcommittee Reports

- **Black Men's Experience** (Presented by Dr. Angela Webster):
  - Last year this committee was chaired by Dr. Amy Baldwin and submitted an annual report. The results have been shared with several administrators, will be shared with some University committees, and will be the topic of discussion during a training in April.
  - The new chairs are Nadia Eslinger and Adriian Gardner who will continue the work.
- **Data-Assessment** (Presented by Dr. Angela Webster on behalf of Dr. Darshon Anderson):
  - The most recent Campus Climate Survey results (conducted for students only by Colleges) are available on the Office of Institutional Diversity and Inclusion website.
  - The Diversity Key Performance Indicators have been identified and will be used to supplement the DSP report.
  - A full campus climate assessment (faculty, staff, and students) will take place in Spring 2020.
- **Diversity Strategic Plan- DSP** (Presented by Dr. Angela Webster; **See Exhibit 2**):
  - The DSP includes 3 UCA Diversity Goals, with Goal 3 being the most reported during 2017-2018.
  - Reporting is trending down; everyone is encouraged to remind their respective areas of the importance of reporting; Academic Affairs units outside of colleges and Administrative Affairs/Support Offices are encouraged to submit at least 1 diversity activity; Colleges are encouraged to submit at least 5 that represent their unit as a whole.
  - The deadline for the 2018-2019 academic year report is November 15.
- **Diversity & Inclusive Excellence Award** (Presented by Dr. Angela Webster):
  - Please look forward to the call for nominations in January.
  - If the 2020 recipient is a staff member, they will be awarded at the Employee Service Awards.
  - If the 2020 recipient is a faculty member, they will be awarded at Faculty Convocation.
- **Funding for Diversity Initiatives** (Presented by Ronnie Williams):
  - Reduced enrollment has presented a challenge for funding university-wide, however, the President is committed to a full-time position for diversity for LGBTQ+ sometime in the not too distant future.

- Thanks to the Provost's Office, Project X will be fully institutionalized, beginning Summer 2020.
- If the Strategic Budget Advisory Committee returns, the DAC will need to assess priority items to be presented before this particular body.
- **Gender Identity on UCA Forms and in Technology Systems** (Presented by Dr. Jonathan Glenn and Dr. Angela Webster):
  - The Registrar has formed a working group to transition the systems of BearCard and Argos Rosters to use Preferred Names; Their potential "go live" date is April 2020; They will meet again in January to continue their work.
  - Currently Banner 9 has the capacity to use Preferred Names but Self-Service does not.
  - In the near future, a general policy will be drafted and presented to the President for approval.
- **IDI Grant Program** (Presented by Dr. Angela Webster):
  - The subcommittee has begun an online application process.
  - They are continuing to update the system.
  - In Fall 2019, there were 5 grants were awarded for a total of \$1100.
- **Immigrant Experience at UCA** (Presented by Maria Negreté-Padron):
  - The subcommittee is working on bridging the gap between immigrant students and other cultures.
  - There will be a focus on networking and collaborating with students to determine their current needs.
- **Political & Religious Acceptance at UCA** (Presented by Charlotte Strickland):
  - A conversation surrounding the mandated "In God We Trust" signs is in process; a discussion will most likely be incorporated into an already scheduled event on spirituality.
  - According to recent statistics, White County and Faulkner County have the highest concentration of Human Trafficking in the state; Staff members in Student Services have formed a working group to meet and discuss how the University can be proactive on this issue.
- **Retention & Recruitment of Minority Faculty-** (Presented by Dr. Angela Webster; **See Exhibit 3**):
  - The subcommittee name has been changed to **STAR- Strategies Targeting Academic Representation.**
  - The ratio of minority faculty to historically underrepresented students (African-Americans and Latinos in particular) is unbalanced.
  - The committee is continuing to host workshops, retreats, leadership sessions, and attend recruitment fairs to move the needle for these data.

## V. For the Good of the Order

- Dr. Angela Webster shared a copy of the 2019-2020 Blueprint from the Diversity and Training offices. (See Exhibit 4):
- The subcommittee list will be updated soon and anyone interested in joining a new subcommittee should inform Dr. Angela Webster.
- The website will be updated to reflect the most current committee make-up.
- This year's University Training Diversity topic is "Language" and everyone is encouraged to participate on-site as there has been wonderful discussion surrounding the topic

#### 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 11:08 a.m.

## New University Committee Proposal LGBTQ Advisory Committee

### 1. Mission

To provide guidance to the Diversity Advisory Committee on issues affecting the LGBTQ community at UCA and to assist the DAC promotion of an environment of openness and inclusion on campus in compliance with the university's diversity statement.

### 2. Background

The LGBTQ community needs additional advocacy for diversity and inclusion on campus. This summer, faculty in the College of Liberal Arts wrote an open letter to the president suggesting ways to foster an LGBTQ-friendly environment at UCA. President Davis met with the drafters of this open letter in August and has expressed interest in working to better recognize and meet the needs of LGBTQ students, faculty, and staff.

### 3. Rationale

This standing sub-committee is necessary to coordinate and extend the work of existing UCA resources and committees. Since LGBTQ inclusion and gender are both explicitly protected by the UCA diversity statement, the UCA Diversity Advisory Committee (DAC) does consider some of the issues related to this committee's stated charge. The proposed LGBTQ Advisory Committee would accomplish a focused and incisive need that the DAC fulfills in relation to Board Policy 525. Though there is an affinity group for LGBTQ faculty and staff, this affinity group exists primarily to offer a safe space for networking among LGBTQ faculty and staff on campus. Such an organization is not responsible for institutional support, advocacy, or official reports. Similarly, though several student organizations (RSOs) support members of the LGBTQ community on campus (most explicitly, PRISM), these organizations primarily serve roles of community building and activity programming, not for official university policy-making or structure and institutional support. The explicit charge of the DAC LGBTQ Advisory Committee would complement these existing groups on campus, but offers a necessary institutional-level structure to empower the work of inclusion and affirmation.

### 4. Alignment to UCA

As an institution, UCA is vocal about its institutional commitment to diversity. *AVID*, the university motto, includes the word *diversity* itself, and the UCA Diversity Statement specifically lists gender and sexual orientation as valued dimensions of our diverse community and of the human experience. The LGBTQ Advisory Committee will support and enhance the university's mission by reviewing, assessing, and making recommendations regarding policies, programs, services, and resources for people of diverse sexual orientations and gender identities. Policies, practices, programs, services, and institutional structures should evolve with the changing and emerging needs of our increasingly diverse campus community.

### 5. Charge

- a. To complete the annual report for the Campus Pride Index;
- b. To enhance awareness and understanding of the factors which contribute to LGBTQ inclusion;
- c. To review, identify, and implement training and educational initiatives for LGBTQ inclusion and affirmation; and
- d. To advise campus leadership on issues impacting the well-being and the work and learning environments of the LGBTQ community.

## **6. Membership**

### **Permanent members:**

- a. Faculty/Staff Advisor for PRISM;
- b. Director of Office of Diversity and Community, or designee;
- c. Director of Gender Studies;
- d. UCA Counseling Center designee;
- e. Student life designee;
- f. SGA Diversity Subcommittee designee;
- g. SGA Executive Staff member;

### **Rotating members:**

- h. Appointed by the Diversity Advisory Committee from members of the committee.

## **7. Meetings: Monthly**

## **8. Reports to: VP of Institutional Diversity via DAC; Generates an annual report for the committee and dissemination; Generates the annual CPI report**



# UNIVERSITY OF CENTRAL ARKANSAS

## DIVERSITY STRATEGIC PLAN REPORT 2017-2018

### 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

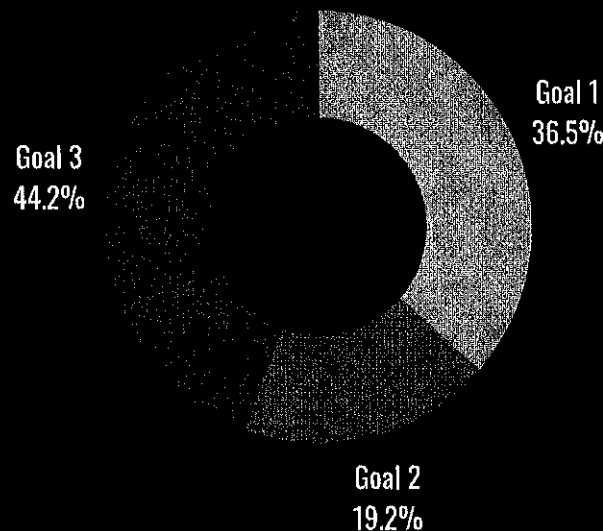
We maintain the highest academic quality and ensure that our programs remain innovative and responsive to the ever-changing and diverse needs of those we serve

#### Goal 3: Knowledge

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



During 2017-2108 30 different units reported a total of 104 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 attracting and supporting a diverse student, staff and faculty community

## **DSP HISTORY**

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**DSP 2017/2018**

**30 UNITS**

**104 ACTIVITIES**

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**DSP 2016/2017**

**44 UNITS**

**153 ACTIVITIES**

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**DSP 2015/2016**

**16 UNITS**

**69 ACTIVITIES**



**Excerpt from UCA Fall 2018 Diversity Ledger**

<b>Race/Ethnicity</b>	<b>Undergraduate</b>	<b>Graduate</b>	<b>Full-Time Faculty</b>	<b>Full-Time Staff</b>
Am. Ind. / AK Nat.	0.5% N=46	0.3% N=6	0.2% N=1	0.4% N=4
Asian	2.0% N=191	1.0% N=18	5.7% N=32	0.6% N=5
Black	16.3% N=1,534	8.8% N=155	4.3% N=24	12.6% N=114
Latino	5.5% N=518	3.1% N=54	2.0% N=11	3.1% N=28
Nat. HI / Pac. Isl.	0.1% N=6	0.0% N=0	0.2% N=1	0.2% N=2
White	66.2% N=6,325	79.6% N=1,395	82.4% N=460	80.3% N=724
2+ Races	4.1% N=384	2.8% N=49	1.6% N=9	1.8% N=16
International	5.0% N=473	3.5% N=61	3.4% N=19	0.7% N=6

Total Undergraduate = 9,425. Total Graduate = 1,752. Total Full-Time Faculty = 558. Total Full-Time Staff = 902.

# 2019/2020 Diversity and Inclusion Blueprint



INCLUSIVE COMMUNITY. INCLUSIVE EXCELLENCE.

## Office of Institutional Diversity & Inclusion (IDI)

- Assessment
- Campus Climate Survey
- Center for Teaching Excellence Partnership
- Coaching Circles
- Conversations about Diversity Series
- Diversity Advisory Committee
- Diversity After Hours
- Diversity & Inclusion Leadership Development
- Diversity & Inclusion Website
- Diversity & Inclusive Excellence Award
- Diversity Equity & Civility Concerns (DECC)
- Diversity Strategic Plan (DSP)
- DSP Linkage to College & Division Diversity Committees
- Gender Neutral Restrooms
- IDI Grant Program
- Internal & External Partnerships
- Lactation Suites
- LGBTQ+ Affinity-Resource Group
- Minority Faculty Mentoring Initiative
- Minority Faculty Retreat
- Minority Vendor Partnership Initiative
- Navigating Diversity in Search Committees
- Strategies Targeting Academic Representation

## Office of Diversity and Community

- ABC Center
- Academic Achievement Celebrations
- Amigo Fest
- Black Male Achievement Challenge
- Cultural Celebrations
- Graduation Celebrations
- Hispanic/Latino Outreach
- LGBTQ+ Initiatives
- MAGIC: Minorities Achieving Greatness in Careers
- Minority Mentorship Program
- Project X Early Arrival Program
- Recruitment Partnership Events
- Retention-Focused Programming
- Miss Essence Scholarship Pageant
- Women of Excellence Initiative

## Office of University Training

- 2019-2020 *Language - Understanding its Significance in Everyday Interactions and Institutional Culture*
- Administrative Support Website
- LGBTQIA Safe Zone Training
- Lunch & Learn Professional Development
- New Staff Orientation
- Online Training
- Professional Administrative Staff Reception
- Service Excellence
- Supervisory Skills
- Training Partnerships

## Diversity Advisory Committee

### SUBCOMMITTEES

- Black Men's Experience at UCA
- Campus Climate
- Diversity & Inclusive Excellence Award
- Diversity Key Performance Indicators
- Diversity Strategic Plan
- Funding for Diversity Initiatives
- Gender Identity for Technology/Forms
- Immigrant Experience at UCA
- Institutional Diversity & Inclusion Grant Program
- Lactation Suites

# 2019/2020 Diversity and Inclusion Blueprint

- Workplace Harassment Prevention

- LGBTQ+
- Political & Religious Acceptance at UCA
- Recruitment & Retention of Faculty of Color

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