Meeting Date: April 10, 2019

Members Present: Anderson, Darshon; Duncan, Taine; Frank, Adam; Gillis, Graham (filled in by Bridget Fortenberry); Glenn, Jonathan; Groves-Scott, Victoria; Jetts, Kristin; Shook, Steven; Strickland, Charlotte; Webster, Angela

Members Present via Conference Call: Brown, Riva; Drayton, Morgan; Green, Charlotte

Members Absent: Collier, Larissa; Eslinger, Nadia; Hall, Mya; Holbrook, Frank; Lyons, Laci; Maltbia, Cornell; Robertson, Brandi; Walker, Azida

Call to Order: Dr. Webster called the meeting to order at 1:08 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes
The committee reviewed and electronically approved the minutes from November 5 on November 16, 2018.

II. Photos
The committee was notified that Institutional Diversity and Inclusion office staff would be taking photos to place on their website and was asked to indicate, by a show of hands, if they were willing to participate.

III. Subcommittee Reports
- **Black Men's Experience (BME):**
  - Dr. Amy Baldwin presented the initial findings from the BMEC report, featuring the Fall 2017 cohort
  - Highlights included data regarding pre-matriculation, first semester, second semester, third semester, and focus groups highlights. The committee made campus-wide recommendations.
- **Data-Assessment:**
  - Dr. Anderson has drafted a list of KPIs- Key Performance Indicators (see Exhibit A); the committee is asked to review them and share feedback; Dr. Anderson will be in touch with the committee before next steps are determined
  - Dr. Anderson hosted a Campus Climate *Lunch and Learn,* in February, to share the latest results from the college-level survey administration.
- **Funding:**
  - The subcommittee is requesting that funding efforts be focused on BME, considering the current needs
  - The Student Services Division (which houses the Diversity Committee) has a new advancement officer and a list of funding desires have been submitted to her

- **Retention & Recruitment:**
  - The ratio of African American faculty to African American students is still quite unbalanced.
    - Faculty-student proportionality in other groups is much more even.
  - In the fall, the subcommittee collaborated with the AVP for HR and the Associate General Counsel for another session on *Navigating Diversity in Search Committees*
  - Minority Faculty Mentoring Initiative (MFMI)
    - Year 1- 13 pairs of mentors and protégés
    - Year 2- 16 pairs of mentors and protégés
    - Mutual Mentoring was implemented this academic year
    - In partnership with CTE, hosted a panel on *The Lived Experiences of Faculty of Color.*
      - Representation on the panel included African Americans, Latinx, Asian, and International faculty, as well LGBT+
  - IDI secured the Gallavan Endowed Grant for Faculty Diversity to assist historically underrepresented faculty with professional development and other opportunities.
  - IDI is working with a subcommittee on strengthening recruitment and retention efforts next year.
- **Diversity Strategic Plan:**
  - The committee is continuing to work through the DSP reporting process, creating greater linkage between College and Division diversity committees, and recommendations to administrators.
- **Diversity & Inclusive Excellence Award:**
  - A 2019 recipient has been selected; since the recipient is a faculty member, the award will be presented at the fall Faculty Convocation along with other Faculty Excellence Awards.
- **Gender Identity:**
  - It is our hope to hear from the Banner Team, by the end of the summer, on their Project Management Plan of timeline and milestones regarding the use of Preferred Names in UCA's technological systems.
  - A committee member noted a concern with Orgsync displaying one's middle name (that is not a preference) during correspondence; suggestion to have this fixed during the migration to Engage
- **IDI Grant Program:**
  - Began our online application process
  - Continuing to update the system
  - Fall 2018 – 6 grants - $1,500
  - Spring 2019 – 8 grants - $3,145
  - Summer 2019 – due date is upcoming
- **Immigrant Experience:**
  - The previous chair of this committee has left the University.
  - The new Assistant Director for Diversity and Community will take on that roll in the new year.

- **Political & Religious Acceptance:**

- o The International Guidebook is complete and posted on HR website
- o Dr. Denise Breaux Soignet was the special guest for a *Lunch and Learn* on "Spirituality in the Workplace"
- o 2020 will be the primary for elections so the committee is working on a program and event ideas centered around that

IV. New Business:

- The Diversity, Equity, Civility Concerns process has received 10 submissions this academic year.
  - o This is an all-time high
  - o The statement was published in 2015 and we received two or so each year
  - o This increase could be attributed to creating a safe climate for people to report what they believe is unfair or unseemly behavior.
  - o IDI and others investigate, and continue the work of helping each member of the UCA community feel visible, valued, and validated.
- All the diversity and inclusion education efforts on campus remain important
  - o Encourage classmates and colleagues to attend.

V: Calendar: Next Meeting
Denicha Kemp will send out a Doodle poll regarding the next meeting for early in the spring.

VI: Adjournment
The meeting was adjourned at 2:16 p.m.

Proposed Diversity Key Performance Indicators based on goals from Diversity Strategic Plan

Goal 1 - Recruitment & Retention

1) Admissions demographics for undergraduate and graduate students mirror state racial and ethnic percentages.

2) Faculty and staff interview and hiring processes and data are reviewed every 2 years for inequalities.

3) Faculty and staff career advancement data are reviewed every 2 years to monitor inequalities.

4) Satisfactory Performance Rates, Retention rates, Graduation rates, and DFWI rates of various demographic groups (i.e. 1st gen, Pell grant/Low-income, Gender, Ethnicity) are reviewed annually to monitor inequalities.

Goal 2 - Support

1) Number of Internal Grants & Contracts awarded to faculty and staff that examine or focus on diverse issues or populations.

2) Departmental funds supporting/promoting cultural/diverse issues and/or activities.

3) SGA funding awarded to RSOs supporting/promoting cultural/diverse issues and/or activities.

4) Minority Vendor participation rates

5) National Survey of Student Engagement results (NESSE)

6) Campus Climate Survey evidence

Goal 3 - Knowledge

1) Percentage of completed training by employee groups

2) Course offerings and experiences that provide cultural awareness.

3) Study abroad participation rates - by faculty, staff and students

4) Service-Learning Participation rates - by faculty, staff and students