Diversity Advisory Committee (DAC)

MEETING MINUTES

Meeting Date: November 7, 2022, ZOOM

Members Present: Hillary Anderson, Lara Davis, Amy Denton, Elizabeth Gayfield, Jonathan Glenn, J'Lun Herron, Candice Maxwell, Shawanna Rodgers, Steve Schlachter, Charlotte Strickland, Alison Taylor, Jessie Taylor, Candice Thomas, Angela Webster

Members Absent: Heaven Block, Nadia Eslinger, Veneta Fricks, Britni Elder, Adriian Gardner, Tajaro Hudson, Carl Olds, Robin Williamson

Special Guests and Additional Sub-Committee Members: Kristy Carter, Chris Craun, Taylor Ingram, Alyson McEntire, Joan Simon

Call to Order

- The meeting was called to order at 1:31 p.m. The spring meeting minutes were approved digitally.

DBIE at UCA / Presentations

- The DBIE (Diversity, Belonging, Inclusion, & Equity) Design (model, aspirations, examples, and KPIs) was shared with the President's Cabinet, Faculty Senate, Staff Senate, and SGA in the spring.
- DBIE was rolled out to the campus October 4 – 7 through UCA's inaugural DBIE Week. There were multiple education sessions and a fair. This series of events received support from Student Affairs, SGA, and Staff Senate. Dr. Angela also hosted a session during DBIE Week to share the DBIE design with the campus.
    - See Exhibit A
- The DBIE Design can be found on the diversity website at https://uca.edu/diversity/uca-diversity-belonging-inclusion-equity-design/

Diversity Advisory Committee (DAC)

New Business

- The following subcommittees have completed their mission and should be dissolved:
    - IDI Website: Finished its mission of upgrading the IDI website. The site now includes more affinity-based resources for individuals to view.
        - https://uca.edu/diversity/
    - Land Acknowledgement: Created a Recognition of Resources Statement and a list of resources.
        - https://uca.edu/diversity/files/2022/08/Recognition-of-Resources-for-American-Indians-PROVOST.pdf
    - Campus Climate Survey: The survey will be administered every 2 years.
    - Diversity Key Performance Indicators: The KPIs are now part of the DBIE Design.
    - The motion was made by Jonathan Glenn and seconded by Steven Schlachter to dissolve these subcommittees.
    - The motion passed.
- The Minority Vendor Partnership Initiative (MVPI) Committee will now fall under the auspices of DAC.
    - The motion was made by Elizabeth Gayfield and seconded by Amy Denton to add MVPI as a DAC subcommittee.
    - The motion passed.

Subcommittee Report Discussions

- The subcommittee reports can be found in Exhibit B.

For the Good of the Order

- A new lactation suite will open in Irby Hall in Spring 2023. There will be a campus-wide announcement.

Diversity Advisory Committee (DAC)

- There will be a Native American History Month event on November 29 during X-Period in the Fireplace Room (Exhibit C.)
- The minutes will be sent for approval next week.
- The current list of committees will also be sent so DAC members can indicate this year's participation by November 23.
- Committee chairs will receive the DAC designated members after Thanksgiving Break.
- A Doodle will be sent for the spring meeting.

Adjournment

- The meeting adjourned at 1:54 p.m.

CAMPUS ASPIRATIONS

DIVERSITY	BELONGING	INCLUSION	EQUITY
Representation	Alleviation of alienation & isolation	Leadership diversity	Alleviation of gaps, disparities, & disproportionalities
Measured quantitatively & qualitatively; usually tracked by social identities and ways we move through the world	People know they matter & feel welcomed across commonalities and differences	Diverse communities & perspectives are included in decision-making that impacts policies, practices, procedures, & experiences	Examine systems and structures to identify and/or address predictability in representation, outcomes, and experiences

Based on the framework of Dr. Darnisa Amante-Jackson's *Disruptive Educational Equity Project*

DBIE EXAMPLES

BELONGING

- Centering people
- Coaching
- Collaboration
- Camaraderie
- Community
- Collegiality
- Dialogue
- Mentoring
- Nurture kinship
- Respect
- Responsiveness
- Retention efforts
- Safety
- Support
- Trust
- Visible, valued, & validated

DIVERSITY

- Cultural humility
- DBIE-enhanced hiring practices
- Global learning and engagement
- Local education
- National education
- Outreach
- Personal development
- Professional development
- Recruitment
- Representation
- Research and development
- Service
- UCA Core
- Understanding of difference

EQUITY

- Accessibility
- Advancement
- Alleviating gaps
- Decreasing disparities
- Ethics
- Evaluation
- Graduation
- Leadership development
- Opportunities
- Promotion
- Proportional representation and outcomes
- Responsibility
- Tenure

INCLUSION

- Civic engagement
- Community involvement
- Culturally relevant instruction
- Feedback
- Festivals
- Inclusive decision-making
- Inclusive pedagogies
- Innovation
- Input
- Listening
- Multiple perspectives
- Service learning
- Shared governance
- Student engagement
- Team spirit & contributions
- Town-gown relationships

DBIE MODEL

LEADERSHIP

- DBIE vision for unit of leadership
- Participate in DBIE leadership actions
- Develop DBIE strategic plan for unit
- Engage unit in activities that enhance community
- Engage unit in DBIE initiatives that enhance Key Performance Indicators

RESEARCH AND MEASUREMENT

- Collaborate with Institutional Research to determine respective baseline demographic data
- Collaborate with Institutional Research to measure status and/or progress of DBIE
- Assess DBIE activities that help to realize Key Performance Indicators (KPIs)
- Faculty include DBIE in scholarly and creative activities

EDUCATION

- Participate in DBIE workshops/conferences
- Participate in professional development on organizational change
- Faculty include DBIE in teaching and service learning
- Provide DBIE information on website
- Display diversity on website

ALIGNMENT OF SYSTEMS

- Policies, practices, procedures, outcomes, and experiences:
  - Enhance community
  - Enhance DBIE
  - Help to realize UCA's Diversity Strategic Plan and other campus aspirations
  - Meet UCA's grand challenges
- Continue to pursue potential, possibilities, and promise for DBIE

FOLLOW-UP

- Continuous improvement
- Reporting
- Accountability

Framework from Taylor Cox's Change Model for Work on Diversity

UCA DIVERSITY STATEMENT

UNIVERSITY OF CENTRAL ARKANSAS

- **We are dedicated to attracting and supporting a diverse student, faculty and staff population and enhanced multicultural learning opportunities. We value the opportunity to work, learn, and develop in a community that embraces the diversity of individuals and ideas, including race, ethnicity, religion, spiritual beliefs, national origin, age, gender, marital status, socioeconomic background, sexual orientation, physical ability, political affiliation, and intellectual perspective.**
- **Recruitment and Retention: We actively pursue and seek to retain a diverse student body, faculty, and staff.**
- **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.**
- **Knowledge: We seek to enhance interaction and understanding among diverse groups and cultivate enriched learning opportunities in a global community.**

DBIE KPIs – KEY PERFORMANCE INDICATORS

GOAL 1

RECRUITMENT AND RETENTION

- Admissions demographics for undergraduate and graduate students
- Faculty and staff interview and hiring processes
- Faculty and staff career advancement
- Satisfactory Academic Performance rates, Retention rates, Graduation rates, and DFWI rates of various demographic groups (i.e. 1st gen, Pell grant/Low-income, Gender, Ethnicity)
- Campus Climate Survey and National Survey of Student Engagement

GOAL 2

SUPPORT

- Number of internal grants and contracts awarded to faculty and staff that examine or focus on DBIE issues or populations
- Departmental/Division/Unit funds supporting/promoting DBIE issues, events, and/or activities
- SGA funding awarded to RSOs supporting/promoting cultural/diverse issues, events, and/or activities
- Number of minority vendor contracts
- Community education and development initiatives focused on DBIE issues or populations

GOAL 3

KNOWLEDGE

- Percentage of employee groups completing university training courses
- Percentage of course offerings and experiences that provide cultural awareness
- Study abroad participation rates - by faculty, staff and students
- Service-Learning participation rates - by faculty, staff and students

DAC Subcommittee Reports
November 7, 2022

- **Belonging Among Commuter, Non-traditional, and Online Students**
  - Campus-Belonging survey is nearing completion.
  - The new Student Veterans' Center remains unfinished.
  - The subcommittee has decided to turn its attention to Non-Traditional and Online students going forward.
- **Black Men's Experience**
  - The summary report, "In Their Own Voices" will be presented in the spring meeting.
- **Campus Climate Survey**
  - The next survey will be administered in 2023.
- **Community Policing**
  - Discussed statistics from August 2021 to December 2021.
  - Discussed assigning an officer part-time to Outreach and determining what activities/duties she would perform.
  - Questions were asked regarding if we have seen an uptick in explosive behavior. We have not seen this.
  - Questions and concerns regarding stalking uptick. We have not seen this.
  - The fall Brake for Bears event was on October 5.
  - The next Campus Safe Walk is November 7 at 5:00 p.m. Participants will meet at PD.
- **DBIE Award**
  - The committee convened and selected Dr. Candice Maxwell, Professor/Distinguished Equity Fellow, as this year's DBIE Award recipient. The award was presented at Fall Convocation.

- **Diversity Key Performance Indicators**
  - The Key Performance Indicators are in use with the DBIE Rollout and DSP reporting.
- **Diversity Strategic Plan**
  - The committee hosted an informational workshop on October 25 and collected information for reporting liaisons. The reporting system is open until December 4, and the data will be analyzed in the spring.
- **IDI Grant Program**
  - The committee convened and selected 3 grant recipients at $250 each. Information about the recipients and their work can be found here: https://uca.edu/diversity/grant-program-awards/
- **IDI Website**
  - The IDI website has been updated and can be viewed here: https://uca.edu/diversity/
- **Immigrant Experience at UCA**
  - Planning a "Chat and Coffee" Day.
    - Time and date TBD
  - The Hiring International Faculty and Staff Informational Event has been postponed until spring 2023.
- **Lactation Suites**
  - Planning to open Irby location soon.
- **Land Acknowledgement**
  - The committee convened and determined the need for a document of recognition and resources. A link to the document can be found here: https://uca.edu/diversity/american-indian-resources/
  - November is Native American History Month. There will be a related program on November 29 from 1:40 – 2:30 p.m. in McCastlain Fireplace Room. Dr. Sonia Toudji will present "American Indians: From Arkansas to Oklahoma."

- **LGBTQ+ Advisory**
    - Working alongside various constituent groups to ensure participation in the faculty/staff affinity group, supporting programming for RSO's, and alliance work with LGBTQ+ CREW. Additional efforts include ongoing work to refine the forms for internal name-change, and legal name change, as well as information for the website. Some of these efforts are pending some partner completion, including ongoing work for assisting students and alumni with name change and diploma guidelines. However, our biggest news is the opening of the UCA Lavender Library, an academic space for LGBTQ+ inclusion in Arkansas Hall. Officially opened during DBIE week, supported by housing and residence life, Residential Colleges (specifically Dr. Jayme Stone and Mr. Carl Olds, as well as student worker Kai Hernandez), and a new grant from NAMI (National Alliance on Mental Illness) it is a space for educational technology, speakers, and library collections benefitting the LGBTQ+ community on our campus. The library materials in this space are freely available--meaning people can elect to return them, replace them, keep them, or pass them to others, as needed and without judgment.
- **Minority Vendor Partnership Initiative**
    - The award-winning Minority Vendor Partnership Initiative (MVPI) at the University of Central Arkansas (UCA) was established in 2014 to provide educational and networking opportunities to minority, disabled veteran, and women-owned businesses.
    - MVPI is a proud recipient of the Jesse L. Moore Supplier Diversity Award from Insight into Diversity. uca.edu/news/uca-receives-jesse-l-moore-2022-supplier-diversity-award/

- Since 2014, MVPI has offered 34 educational, professional development, and networking programs for minority vendors.

2022-2023 Program Goals	Activities Completed as of Oct. 2022
Conduct more research	Submitted RFQ to City of Little Rock for Disparity Study (award status unknown)
Identify funding mechanisms	Sponsored Programs matched us with two different potential funders to apply in Spg '23
Establish an outside advisory council	In progress
Revise program offerings	In progress
Work more closely with students	Ten (10) students attended entrepreneurship event with Coach Sidney Moncrief uca.edu/diversity/scholarly-activities/#diversity-activities

- **Policy Program Office Review**
  - The Inclusive Hiring Series concluded in the spring and is hosted on YouTube. The videos will be placed on Vector soon.
- **Strategies Targeting Academic Representation (STAR)**
  - MFMI has commenced for the academic year with faculty & administration mentor/protégé pairs
  - Affinity/Resource Group Check-Ins are continuing this fall.
  - Coaching Circles are continuing this fall.

Native American History Month

Cherokee

Quapaw

Caddo

Osage

American Indians: From Arkansas to Oklahoma

Tuesday, November 29, 2022
1:40 - 2:30 p.m.
McCastlain Fireplace Room

Exhibit C

Dialogue Facilitated by Dr. Sonia Toudji, Associate Professor
Her specialties include
Arkansas and Southern History, Frontier and American Indian History, Early U.S. History, & Latin America History