Agenda topics

Welcome
Review summer work and discuss ongoing DAC projects for this year
Agenda for next meeting
Jane Fernandes
All members
Jane Fernandes

Meeting Summary

Attendees: Keith Bramlett, Steve Cornish, Evan Foote-Hudson, Jane Fernandes, Dee James, Rory James, Ed Katz, Rusty Marts, Pat McClellan, Deborah Miles, Patrice Mitchell, and Elizabeth Snyder
Guests: none

Welcome
Members introduced themselves. We are glad to have a new student representative Evan Foote-Hudson, a senior majoring in Sociology.

As we concluded last year, we had completed several aspects of Chancellor Ponder’s original charge to the Diversity Action Council: we developed a definition of diversity at UNC Asheville and we inventoried the various diversity programs throughout the campus and their associated budgets discussing how we can work more efficiently and effectively together.

The Chancellor had originally convened the DAC as an ad-hoc committee to complete the above tasks. After discussing the future of the DAC with the Chancellor during the summer, we have decided that the DAC will continue as an ongoing group dedicated to improving diversity and inclusion on our campus. We will act in an advisory way to the Chancellor and Vice Chancellors and monitor results. With all University divisions represented on the DAC, the DAC’s influence will be felt on campus in a positive manner.
Review summer work and discuss ongoing DAC projects for this year

All members

Fernandes invited members to share their work over the summer and ideas about our agenda for this year.

Steve Cornish - Athletics has been working with NCAA Division I on a pilot program that would place young minority athletic administrators at certain universities, including UNC Asheville. Placements would be 2-years with the goal that they would move up the ranks professionally.

Rory James - The Student Affairs peer mentoring program, AmbassaDAWGS is off to a good start. The program has 11 peer mentors, with a 2:1 ratio of mentors to students. The mentor population is very diverse. The Native American Association is being reactivated this year; we have some new Native American/Cherokee students. Along with Dean Ed Katz and other DAC members, James has been leading the way on the Exchange Program with NC A&T; work will be on-going throughout the semester as well as next. Both universities are very excited about this new collaboration which will kick off for the start of the spring 2010 semester.

Patrice Mitchell - Admissions worked toward creating a freshman class that was as diverse as possible. We are concerned that the percentages of African American students in the new class have dropped but this could be a result of the new Multi-ethnicity racial category. Mitchell is meeting with HOLA next week regarding recruiting Hispanic students and is also working with the Cherokee Initiative Group.

Rusty Marts – Human Resources will be offering two 2-day Equal Employment Opportunity Institute (EEOI) training sessions this academic year. All management employees are to attend. The EEOI training covers diversity, federally protected classes, and EEO law, among other topics. Marts added that the diversity portion of the training is excellent.

Pat McClellan – She and Ed Katz have drafted for the DAC’s review an initial response to the College Board 15 questions. McClellan has looked for campus data/information that would be persuasive legally. McClellan reviewed the various campus-wide sources used to extract data. She reviewed the various programs and approaches currently used. She has concluded that the programs/approaches are not resulting in the hoped-for effect of increasing diversity and inclusion on campus. She requested that members send her ideas for how to measure all of the dimensions of diversity in the UNC Asheville definition and ideas on how to gather information regarding the university’s attempts to increase diversity. McClellan reaffirmed that percentages along all lines of diversity have not increased.

Keith Bramlett – he has been working with Dee James and others to organize workshops this semester to prepare the campus for the A&T Exchange. They will offer a workshop tentatively on Friday, October 16 to learn about students, identity, and experiences at Historically Black Colleges and Universities (HBCUs). The large facilitator/panel group will brainstorm what the university might do to make the campus a welcome space and the exchange a positive experience. Then based upon feedback of faculty
members, they will follow-up the initial workshop with 6-8 smaller, more intensive focus group workshops to address the main/common issues. The group also talked about offering a Diversity 101 tipsheet regarding items to be mindful of as the university invites A&T students to the campus. All faculty should assume that A&T students will be in their classes. Pedagogy will be addressed, but the main focus will be on education/information. Along with the tipsheet, a website with on-line resources regarding diversity and/or reserves at the library might be offered; resources would be at all levels, from many viewpoints so that individual faculty could find resources appropriate to their needs. Since the two-stage workshop idea is at the initial stages, Bramlett welcomed feedback members might offer.

Evan Foote-Hudson - Student Government Association (SGA) is involved with the A&T Exchange Program and is encouraging a more holistic approach by campus to include all organizations and not just BSA and HOLA. SGA is also dealing with diversity issues as they arise. Foote-Hudson joined DAC upon the recommendation and appointment by Cortland Mercer, SGA President.

Ed Katz – working with McClellan on College Board questions; McClellan is gathering the data and Katz is filling in the outline that was drafted earlier in the summer. Working with James on the A&T Exchange Program. Along with previously mentioned work, Katz added information about the possibility of adding an African American Experience course for A&T and UNCA students. He is also looking into a live-feed, interactive monthly teleconference between the two universities.

He is working with Professor Surain Subramaniam, Interim Director of Interdisciplinary Studies, on identifying fiscally-efficient opportunities for faculty who are interested in minors in IST that would engage race and ethnicity. Working with another group of faculty who are interested in grant opportunities that would encourage curricular and co-curricular student activities involving diversity.

Finally, Katz proposed that for the coming year the DAC should create a Diversity Action Plan, based on those in place at other UNC system schools, with individual divisions/departments/units determining for themselves what actions they take at their appropriate level, setting benchmarks, and reporting on their progress annually.

Elizabeth Snyder – over the summer, she focused on expanding and enriching diversity components of International Studies. Worked on turning some courses into diversity intensive courses. She is working with Mitchell to contact enrolled Cherokee students about her indigenous peoples rights course. Along with Deborah Miles, she has been thinking about/working out a plan to have students attend Building Bridges and supplementing that dialogue here on campus. She might possibly work with the A&T exchange program on this idea – but this is in the beginning stages with no formal communications on-campus or with them. She would like to start a conversation and see where it might lead.

Deborah Miles – working on several projects, one being with James to turn MLK Jr. Day into a week of events. She would like to bring in Robert Fuller, father of environmental justice, as keynote speaker for MLK Jr. week. Another part of this week would be to cooperate with the Student Environment Center
and Peace Gardens on events. Fuller would build on last year’s keynote speaker, Dr. Mindy Fullilove who addressed how urban renewal impacts communities of color. She has learned that the NC Conservation Trust offers grants placing students from HBCUs in conservation work. She would like to plug into this since we are working with A+T and we have a focus on the environment.

Dee James – shared information about the UNC Asheville – YMI Cultural Center collaboration offering courses taught at the YMI. She hopes this is the beginning of a fuller relationship between the two institutions. UNC Asheville offers the course, YMI offers the space, and the city offers free parking. If 12 or more students enroll, the YMI will be able to offer a community scholarship for local, non-UNC Asheville students to enroll. In the future, community members will be able to enroll through the YMI. We may also expand the program to include co-curricular activities. James, along with several other faculty members, traveled to Ghana last spring as part of the Humanities Program. One goal of the trip was to bring diversity to the Humanities Program curriculum. The second goal is to build a summer Study Abroad program to Ghana. The group that visited will have two informational presentations – one to faculty and one to students – to begin recruiting students for a summer 2011 trip.

Conclusions: Fernandes thanked everyone and summarized agenda items for the next meeting and for the upcoming year.

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<th>Action items:</th>
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<tr>
<td>DAC members to review College Board Questions.</td>
<td>All</td>
<td>ASAP</td>
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<tr>
<td>Send information to Katz and McClellan to help make arguments stronger along with resources for qualitative data. Send suggestions for measuring progress on all dimensions of diversity included in our definition.</td>
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<td>Finish draft response to 15 College Board Questions; share report with DAC members via email by September 10, 2009 to discuss at September 24, 2009 meeting.</td>
<td>Ed Katz and Pat McClellan</td>
<td>9/10/2009</td>
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<td>Centralize calendar for diversity events</td>
<td>All</td>
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<td>Schedule conversations/workshops with students regarding their personal experiences and education at UNC Asheville possibly monthly</td>
<td>Rory James and Jane Fernandes</td>
<td>Begin ASAP and ongoing</td>
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<tr>
<td>Develop Diversity Strategic Plan</td>
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Agenda for Next Meeting

Review draft responses to 15 College Board Questions.

Adjournment In closing, Fernandes notes that Dr. Calvin Kelly’s position on campus has changed. As a result, he will no longer be a member of the Diversity Action
Council. His staunch advocacy for diversity and inclusion will be missed by our group. We wish him well.

**Next Meeting**
September 24, 2009 (September 10, 2009 meeting cancelled for Staff Award presentation scheduled during same time).

**Attachments**
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