Diversity Action Council  
September 10, 2013  
HIG 235

Present: Jane Fernandes, Bill Haggard, Jimin Lee, Lamar Hylton, Debbie Miles, Keith Bramlett, Maya Newlin, Agya Boakye-Boaten, Surain Subramaniam, Lei Han

Interpreter: Regina Pente
Note taker: Elaine Warren

AGENDA:
1. Welcome
2. New Microdata Poster
3. Update from Staff Development Subcommittee
4. Diversity and Inclusion Benchmarks

Jane Fernandes opened the meeting at 12:33 p.m. and welcomed everyone.

Deborah Miles and Lei Han re-distributed proposed designs for 3 posters containing micro-data on our work toward a diverse and inclusive campus. Updating the facts from the drafts they had distributed last spring by incorporating Institutional Research data as of Fall 2013 Census Day, they noted that the largest growth was in the “multi-racial” category.

After a lengthy discussion, Lei Han and Deborah Miles will send the posters to the DAC members for further review and input. Lamar Hylton suggested that student focus groups be convened to review the posters before they are finalized. Deborah Miles proposed that we use anonymous student comments from the most recent Climate Survey rather than those currently on the draft. Jimin Lee will check with the Institutional Review Board(IRB) on the question of using anonymous student comments from the Climate Survey without having told them this might be done. (Subsequently, Jimin Lee sent email confirmation that there is no problem from the IRB’s perspective with using anonymous student comments.)

Agya Boakye-Boaten expressed a faculty concern that had nothing to do with him, per se. The classroom is an intimidating place for both underrepresented students and faculty. Faculty of color are finding it difficult in classrooms where some students express a belief that faculty of color are not qualified to teach. Some students are being disrespectful, and there seems to be no recourse. He asked, “How do we navigate that tension?” He proposed a monthly meeting to discuss this and welcomed anyone who is interested to join. He asked how underrepresented faculty can survive here.

Jane Fernandes noted that that most of what we know about experience of students of color also happens to faculty and staff of color. When adults learn how to behave with each other, they can then be role models for students who hopefully will learn to do the same. Keith Bramlett stated that we need to validate the experience of faculty of color – sometimes white faculty “don’t get it.”

Maya Newlin related her concerns about the “wall” existing between students, sometimes even roommates, who do not know how to go about having difficult conversations about differences among them. The DAC will discuss her concern in more depth at the next meeting.

Surain Subramaniam passed out a poster on the China Symposium, September 16, 2013.

The meeting was adjourned at 1:30 p.m.