

**Diversity Committee Meeting Minutes**  
**03/22/2017**

Voting Members Attending	Tawnya Lubbes (Co-Chair); Bill Grigsby (Co-Chair); Naomi Tuinstra; Laura Califf
Members Not in Attendance	Colleen Dunn Cascio; Theresa Gillis; Peter Obenwa; Justin Chin; Rikki Griffin; Nicole Almanza; Fernanda Van Houten
Non-Voting, Advisory or Ex-Officio Members in Attendance	Janet Camp; Bennie Moses; Chris McLaughlin (ex-officio)
Welcomed Guests and Observers	Chris Burford; Rafael Norwood; Jess Munoz

Meeting began at 8:32 AM. February meeting minutes were reviewed but not approved (no quorum). New guest, Jess Munoz, was introduced and welcomed.

A quick review of the meeting topics included: (1) continuing BART discussion; (2) diversity equity scorecard; (3) review of diversity program effectiveness articles from HBR and AAC&U.

BART discussion (continued from February meeting):

Question was asked and answered that a BART included both policy and incident responses. It was noted that the “A” in BART could be for “action”, “assessment” or have other meanings as well.

Members noted that, in reviewing the five BART higher ed webpages sent to members before the meeting, all of the BARTs were quite different and what BART consisted of at the various campuses varied considerably. Many of the campuses’ BARTs appeared to have only what EOU already has. Some thought the SOU BART appeared to be the best of the bunch.

Member Naomi had reviewed the EOU annual plan recently and found it to be helpful in several ways: it has a “reactive” part, there is no “bias structure” mentioned nor bias education component, it has data and incident reporting features, and points to the need for better bias advocate training.

Members commented that other Oregon universities have larger dedicated staff assigned to bias response. The U of O reported 85 bias incidents last year; it appears that an officer may be completing the bias incident reports.

Chris Burford brought to the Committee’s attention that EOU’s resources are presently focused on violence and that EOU doesn’t want to lose that focus. The question is how much can EOU allocate and where/when to focus its resources. By the time violence occurs it is often late.

Bennie agreed that resources are focused on conduct. There is a need to analyze incident occurrence and response with an equity lens in order to see impact on the different diversity groups.

Naomi and Co-Chair Bill asked how does this get applied at EOU? They emphasized how bias response needs to be independent of Administration in order to have “teeth”. Naomi suggested the idea of the Diversity Committee being independent.

Co-Chair Bill stated that EOU has a sexual assault problem that he knows about from personal second hand experience. Perpetrators are being protected and victims are suffering the consequences – being forced to make accommodations such as changing class attendance to online. Bill continued explaining that there are transparency issues and that bias response has to have an independent voice, and perhaps students should have access to an ambassador or something who can represent them. Chris Burford said he was glad Co-Chair Bill explained this as he was unaware of it, but also said that he disagreed with about 80% and countered that bias response and the Diversity Committee have to be connected to Administration oversight for accountability

purposes. In regard to transparency, what actually happens in an incident is not always known because it cannot be disclosed.

Bennie continued the discussion stating that people on the Diversity Committee should have a social justice background or else there is going to be a lot of missing information which may be seen as the Committee not really caring. Chris Burford stated that the Committee should really dig into this.

Co-Chair Tawnya reminded the Committee that it has only an advisory role in diversity at EOU; it can make recommendations about issues that it feels strongly about. She urged the Committee to put something together and not resort to only discussing matters of importance.

Guest Jess Munoz inquired about the victim support resources at EOU and various members explained what they are.

Co-Chair Bill stated that the Committee has questions that need answers. Naomi noted that Title IX isn't necessarily transparent in its reporting and that a BART would be. Bennie explained that Title IX and a BART have different approaches including education and reporting. She asked if a BART that reported to student services would be direct enough for the Committee's goals? Naomi asked how the Committee was going to move forward? How is the Committee going to get something moving? Chris Burford stated it depended on how much work is going to get done. Naomi stated it was important that the Committee not be a time-waster. Co-Chair Tawnya suggested creating a Google doc and have people comment – in a timely manner. This has worked in the past if done right and not rushed. Naomi agreed that a Google doc would work well for talking back to fellow administrative professionals.

Co-Chair Tawnya moved the Committee's discussion to the topic of what information exists and what information is wanted to further its goals. The list included:

- What does it look like?
- Where is it housed?
- Who serves?
- What are its functions?
- How much independence does it have?
- What data should inform policy?
- What is the role of the Diversity Committee?
- How will it integrate with the student conduct codes?
- How will it integrate with Title IX reporting?
- What is the frequency of meetings going to be in order to learn, respond, and assure action? Co-Chair Bill suggested that maybe a triage capability of the Committee be included.

Co-Chair Tawnya offered to draft the Google doc for comments. Comments will be due by April 26.

#### Diversity program goal effectiveness

Committee discussion turned to the two resource articles on diversity program goal effectiveness (see handout). Various members discussed the pros and cons of each article's contents along the lines of the handout. The Committee concluded by agreeing that what is most needed, and most important, is that a "shift" occur to close the gap between the intentions and objectives of the Diversity Committee and the reality of campus diversity today. The Committee agreed that this needs more discussion in upcoming meetings.

The Committee meeting concluded with Chris Burford noting that he will be giving a diversity policy presentation at the next meeting on April 12. He will send out materials in advance of the meeting.

Meeting ended at 9:33 am.