**Diversity Committee**

**Minutes of the Meeting**

**DATE April 21, 2014**

***Present*:** Tawnya Lubbes, Gary Keller, Theresa Gillis, Austin Saunders, Xiaowei Chen, Tom Wallis, Dawna Flanagan, Elilai Elobt, Bennie Moses, Janet Camp, Austin Saunders

***Absent:*** Kerry Bullard, Nyssa Rodriguez, Art Doherty

***Minute taker* :** Tawnya Lubbes

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| ***Topic/Agenda Item*** | ***Discussion*** | ***Action*** |
| 1) Welcome |  |  |
| 2) Equity Scorecard Data | The committee reviewed the scorecard data that was requested from Institutional Research and Human Resources.  There was a lot of discussion regarding what information may be missing. This included age and orientation (to name two areas).  It was also recommended that data be collected for specific majors, specific course performance etc. Tawnya stated that this would be targeting a particular area (major) and the administration has requested that this be avoided at this time.  After much discussion it was determined that the committee should focus on the data presented and align it with the strategic plan and example from Wisconsin.  Gary Keller volunteered to review the data and work with others in creating a prototype for what the EOU equity scorecard should look like | The committee is charged with reviewing the Wisconsin Scorecard Example, Diversity Strategic Plan to match where we are on our plan and what data we have that aligns with our goals and where the gaps may be. The committee needs to determine what the EOU Equity Scorecard will look like and advise admin, HR & IR how to build the dashboard.  Gary Keller will begin drafting what the prototype may look like considering the data we currently have and will send it out to the committee to review. |
| 3) Other Discussion | Xiaowei recommended that the committee consider creating and distributing a Newsletter that would inform the campus community about what the Diversity Committee is doing etc. After discussion about annual reporting and the fact that current data cannot be published, it was suggested that this be an item for discussion and possible implementation beginning next year.  Austin suggested that such information be shared on listservs such as infoline and eastalk.  Dawna has been updating the Diversity committee website and is missing some information such as current minutes, meeting dates and updating the link to the newly revised Strategic Plan. It was recommended that we keep the old version of the plan (11-13) on the website along with the new version (14-16). | Recommendations for 1 & 2 will be tabled to be discussed at the beginning of next year.  Dawna will continue to update the Diversity website, and Theresa will help provide minutes from previous meetings. |
| 4) Next meeting | We will need to have a May and possibly early June meeting in order to accomplish the goals we have set regarding establishing the template for the EOU Equity Scorecard. | Tawnya will sent out a Doodle Poll to determine the best time to have the meeting the week of May 12-16. |