

Diversity Committee Meeting Minutes
4/ 12/17 Pierce Library Conference Room 8:30 AM

Present: Tawnya Lubbes, Janet Camp, Chris Burford, Peter Obenwa, Laura Califf, Bill Grisby, Colleen Dunne Cascio, Nicole Almanza, Naomi Tuinstra, Theresa Gillis

1. Chris Burford began the meeting discussing OSBHE. His role is to review the legacy policies (aka OUS OARs) and integrate with current EOU policies. There are 500 plus to review, repeal, etc. He determined 2 that clearly need attention, the State Board Policy on Diversity and the Policy on Discrimination.

- a. Diversity Policy

Currently, the board has no statement on Diversity. The suggestion was made that the board adopt the Diversity Strategic Plan, then discard the Diversity committee agrees we need to have a board statement highlighting the importance of Diversity. The overall University Strategic Plan and the Diversity Strategic Plan need to correlate (particularly principles such as #6. Goals # 1 and 4 should be included. Tawnya will send recommendations to Scott McConnell.

- b. Discrimination Policy

Next, we reviewed OUS Division 15, Discrimination. Chris says it needs to be converted, and should be adopted by the Diversity Committee. This could be a possible project for next year for the Diversity Committee, will be time consuming, as the doc is 20 pages long.

2. Discussion of BART Survey questions. Identified our target audience as "everyone". Created a subcommittee: Bill, Naomi and Colleen. Tawnya will ask those not present to join the sub committee.
3. Score Card Report, review and assignment. Before the next meeting, we need to review 3.2.17 and do the following:

1. Identify what jumps out at the group. Just an initial review.
 2. Decide what is missing
 3. Decide how to move forward.

The categories are:

1. Applicants and Gateway
 2. Enrollment
 3. Demographics, 3 tabs broken up
 4. Graduation and retention

Tawnya will create a Google doc for each team in which to report the committee comments. We have an open ticket with IT, which Tawnya will manage.

Meeting adjourned.