

Minutes – DPAC Retreat 10/30/05 1:00 PM – 4:30 PM

Agenda:

- **Welcome**
- **Structure our Work**
- **Diversity Action Plan – priorities**
- **Tasks (who's doing what)**
- **Plan Approval**

Structuring our Work

- We discussed getting clear on:
 - o Our purpose
 - o Objectives
 - o Timelines
 - o Structure of main group versus subcommittees
 - Elect 2 co-chairs who can do the prep for and facilitate meetings
 - o Decision making process
 - o Where or to whom do we report to?

- The group decided on the following:
 - o Since it is important that our council have the proper support and clear charge, the committee would like the President to formally convene the council (preferably in writing) and the council will then take steps to publicize the charge and the members of the council; the council would also like to keep the meeting open to the public.
 - o The council also agreed that in order for our group to be properly accepted as an institutional body, it needs to be recorded as so and we need a person or group to whom we report. The council agreed that we should report to the President and the Executive Council. *Helen will work with the President to formally convene the council and to establish that the council will report to the President and Executive Council.*
 - o In a later meeting we will elect 2 co-chairs and decide what they will be responsible for accomplishing. The council agreed that we elect co-chairs who are good facilitator; we should also consider having one chair be a faculty representative and the other be a staff representative; the co-chairs should be autonomous and not have conflict in serving as chairs with other positions on campus; *Helen offered to be the staff representative.*
 - o The council agreed to a consensus process as our decision making model. If we find that this process is not an effective model for our group, we will explore other alternatives in the future. As some of us may not have experience with this process of group decision making, *Mike will, at our next meeting, give a brief presentation on how this type of decision making process works. Also, in order to keep the council reminded about effective ground rules for group processes, Wayne will share, in our next session, a set of ground rules that he and his colleagues have found to be helpful guidelines for working and making decisions as a group.*

Purpose of group

The council agreed that the following are part of our purpose:

- To Shepard Diversity Action Plan
- To be the leadership body that gives hope to the campus regarding changes relating to diversity
- To act as a resource for dealing with new issues that come up
- To take a part in the creation of a diversity training institute
- To be a group that takes a stand against issues of racism, sexism and other forms of oppression in the institution

Diversity Action Plan and our Priorities

Our large group divided up into groups of three and four members to explore what process we should adopt in order to prioritize the plans we should implement.

The council agreed that the goals under the general diversity action plan (Appendix X) need to be combined with the goals of the international resources committee (Appendix XI) as the issues dealing with campus climate and the experiences faced by international students, staff and faculty where actually part of the larger issues regarding diversity at HSU. As a result, we first combined the 6 goals of the International Resources Committee (IRC) with the 8 goals under the general Diversity Action Plan(DAP). The council accomplished the following as a way to start prioritizing the tasks within the plan:

- 1) Combined 6 goals of IRC into 8 goals of DAP
- 2) Combined 8 goals of DAP into 5-6 goals
- 3) Initiated a subcommittee for each goal
- 4) Agreed that each subcommittee will prioritize strategies under the goal assigned to it and will come up with a plan to tackle short and long term strategies

Following is how IRC goals were combined into DAP goals:

- o Goal 1 of IRC into Goal 1 of DAP
- o Goal 2 of IRC into Goal 3 (and 7) of DAP
- o Goal 3 of IRC into Goal 4 of DAP
- o Goal 4 or IRC into Goal 5 of DAP
- o Goal 5 of IRC into Goal 5 of DAP
- o Goal 6 or IRC into 1 of DAP

Then we combined the DAP goals (including the IRC goals which were already mixed with DAP):

- Goal 1 stands on it own as it is HUGE –
- Goals 2,3,7 were combined (includes IRC goal 2)
- Goal 4 (includes IRC goal 3)
- Goal 5 (includes IRC Goals 4 and 5)
- Goal 6 and 8 were combined and the strategy of creating a diversity training institute as outlined in the DAP grid under goal 1 will be moved to this group

We then created titles for our Task Forces and each of us chose our first and second choices as subcommittees on which we would like to serve:

- 1) **HSU Cultural Transmission**
 - a. 1st: Saeed, Eric, Marylyn
 - b. 2nd: Dale
- 2) **Student Access, Recruitment and Retention**
 - a. 1st: Jyoti, Mike
 - b. 2nd: Colleen, Craig, Adrienne
- 3) **Diversifying Faculty and Staff**
 - a. 1st: Colleen
 - b. 2nd: Helen, Marlon, Saeed, Wayne
- 4) **Inclusive Excellence**
 - a. 1st: Craig, Marlon
 - b. 2nd: Eric
- 5) **Diversity Training and Accountability**
 - a. 1st: Adrienne, Helen, Dale, Wayne
 - b. 2nd: Jyoti

The members of each task force agreed to read and become familiar with the strategies under the goals of their first choice task force by next meeting.

Plan Approval

There was discussion about where the plan needed to go or be presented in order to have it taken out of draft form and be approved as a fully supported university plan to bring about changes on campus. *It was agreed that this is not the responsibility of this council. Saeed shared that it was important to have the Senate review the plan in its entirety and he offered to help bring it to the Senate table; the original authors of the plan will reconvene in order to receive feedback from the Senate and perhaps revise the draft of the DAP and reintroduce it to the President and Executive Council for final endorsement.*

For Next Time:

- Check in with Helen re: formal convening of council by the President and agreement of President and Executive Council to serve as bodies to which the council reports
- Check in with Saeed re: when and how to bring the DAP to the Senate
- Get other members of the council assigned to task forces
- Learn from Mike and Wayne about the consensus process and ground rules for group work process
- Those of us who are already on task forces, come having read strategies that fall under the goals of our task forces
- Discuss and decide on co-chairs