

***Diversity Plan Action Council***  
**March 30<sup>th</sup> 2006**  
**Draft Minutes**

Present: Ryan Mann-Hamilton, Marnie Atkins, Craig Klein, Jean Butler, Eric Rofes, Jyoti Rawal, Marylyn Paik-Nicely, Helen Jones, Patty O'Rourke-Andrews, Wayne Perryman, R.W Hicks, Phil Zastrow, Mike Kittredge, Ann Burroughs, Jed D'Abravenel

- **Updates Items:**
  - Training Opportunities – NCORE Conference student services wants candidates to check with their departments for available funds. Eric will prepare a paragraph about the conference to send to the DPAC committee members to identify those that are available and interested in attending the conference. In the event that funds are not available from other sources Helen offered to provide some financial assistance from the Office of Diversity & Compliance Services.
  - Training of the DPAC – to increase our own knowledge and skills. Helen will work with Jyoti and Eric for a date to schedule training of the DPAC committee.
  - The training task force will present at the next DPAC meeting.
- Upcoming Retreat Objectives and Agenda
  - April 14 non-optional final due date for reports in the recommended format
  - Purpose of retreat
  - Determine calendar for next term
- Diversity of Faculty and Staff Task Force – Presented a draft of their suggestions based on the goals articulated in the Diversity Plan to Diversify Faculty and Staff. Their report proposed changes to implement a uniform language across all HSU job announcements and possible interview questions to be asked of all candidates interviewing for positions at HSU. The committee endorsed the proposal in spirit. Their report will be included in the final report and the Co-chairs will present the final report to the president and ask for implementation of the findings in the report.
- Cultural Transformation Task Force – Presented a draft of their report with suggestions on ways to begin implementing cultural transformation at HSU through education, raising awareness, building community and creating change together. The group presented three questions to be answered: 1. If we decide that the one-day symposium is a positive and effective action to implement, then what will that look like? Ideas for tracks? If we build it, will they (who need to do the work) come? Incentives? 2. How do we assess cultural transformation? What changes are we looking for on our campus? 3. Dare to dream...what will HSU look like as a diverse, inclusive, welcoming rural campus? What part does the greater community plan in change?
- Some of the ideas included:

- transformation in existing faculty in that faculty would be actively engaged,
- when more members of majority culture are complaining of discrimination, rather than underrepresented groups,
- different leadership ways should be honored and curricular transformation could teach them to do that,
- When we no longer need the committee, when we start treating each other respectfully.
- The Student Access & Retention Committee was asked to share recent student complaints to put in to the report that would emphasize things that are of concern.