

Diversity Council  
Retreat  
Draft Minutes  
April 3, 2006

Present: Eric Rofes, Phil Zastrow, Marnie Atkins, Elisa Ocegara, Marlon Sherman, Patty Yancey, Wayne Perryman, R.W. Hicks, Helen Jones, Craig Klein, Saeed Mortazavi, Mike Kittredge, Christina Accomando, Jed D'Abrevanel, Dale Ann Sherman, Jennifer Eichstedt, Keion Morgan.

Agenda:

Welcome, Goal for the Retreat, Agenda Finalization

- Goal #1: Begin to develop our collective sense of the most important items to include in our May 1, 2006 report
- Update Items:
- Icebreaker: 3-minute write and sharing in dyads
- Major Item: What are the most important items to include in our May 1, 2006 report?
  - Process proposal from co-chairs: The path to May 1<sup>st</sup>
  - Discussion of process proposal
  - Discussion of dyad discussions
  - Recording of initial major items:
    1. What are the major achievements of 2005-2006?
    2. Short of completion, where else has good progress been made in 2005-2006?
    3. Which units deserve to be applauded?
    4. What are our greatest areas of concern during 2005-2006?
    5. Which units deserve to be cited as areas of concern?
    6. What should be our top 5 priority items for the campus for 2005-2006?
    7. What additional sections or appendices should be featured in the report?
      - Student classroom based concerns
      - Concerns that we've discovered that are not addressed in the Diversity Plan.

Closure and Evaluation of Retreat

Upcoming meetings:

- Monday, April 17<sup>th</sup>, 1:00-2:30 in SBS 405
- Wednesday, April 26<sup>th</sup>, from 12:00 noon – 3:00p.m.\*
- Wednesday, May 3<sup>rd</sup>, 12:00-1:30p.m. in NHE 106

\*Proposed added meeting

Update Items: The recruitment draft video that was to be viewed by the committee at this meeting is not yet available. R.W. voiced concern that he has been a part of recruitment for many years and was not given the opportunity for input or review prior to it being released.

Marnie proposed that students put together a video.

### Ice Breaker

Eric asked the group to answer three questions.

1. As an individual on this campus not as a DPAC member – What would you say are a few important items that you would recommend for next semester/year?
2. In both of your personal hat and DPAC hat what would you consider as major achievements or accomplishment on this campus?
3. Looking back over the past term list your greatest areas of concern and what is not making progress?

Need for confidentiality within the DPAC group. The co-chairs are asking all DPAC members to refrain from sharing drafts or discussing draft contents of the report with anyone outside DPAC until the May 2<sup>nd</sup> release of the report. There was group consensus on the issue of maintaining confidentiality.

Major Item: What are the most important items to include in our May 1, 2006 report?

Due to a very tight schedule in getting the report out it is necessary to strictly adherence to the following timeline listed below:

- ✓ April 14: Task Force Reports due to Eric and Jyoti by 5 p.m.
- ✓ April 14-16: Eric & Jyoti review Task Force Reports, synthesize, and create skeletal proposal for DPAC
- ✓ April 17: 1:00-2:30 DPAC Meeting in SBS 405: Council reviews Jyoti and Eric's skeletal proposal, Absent members to receive proposals from Helen's office no later than April 19.
- ✓ April 21: All input due to Jyoti and Eric by 12 noon
- ✓ April 21-26: Jyoti & Eric create a draft of the final report
- ✓ April 26: Draft of final report distributed at special added DPAC Meeting and Final Discussion and Approval By DPAC, 12:00 noon – 3:00 p.m., location to be announced
- ✓ April 26-May 1: Production of final report: designed and printed
- ✓ May 2: Jyoti & Eric meet with President Richmond and share Advance Copy of Report
- ✓ May 2: DPAC Press Conference, 1:00 p.m. and Report Released

- ✓ May 3: DPAC Meeting 12:00 noon – 1:30 in NHE 106 *Final DPAC Meeting of the 2005-2006 term*

Discussion of Dyad discussions: commonly shared reality, mutual complimentary, opportunity to hear other perspectives, consensus on issues, consensus model

Major Achievements – list areas where you saw major achievements this year.

- DPAC committee was formed this year.
- Rollin Richmond Chair Native American Recruitment and Retention.
- DPAC finding identity,
- Diversity Plan Passed by Academic Senate,
- Ethnic Studies Major,
- Women's Studies & ES/LS began to meet collaboratively.
- Recruitment of Students of Color. Discussions with Students of Color.
- School of Business hired two women faculty.

Other Achievements – Students Clubs step up – programming, Jacquelyn Bolman INRSEP project. Rollin Richmond Native American Recruitment and Retention

Accommodations/Applauding – CNRS Jim Howard's support for INRSEP, School of Business, Journalism, Wild life, Humboldt Orientation Program redrafted mission, Sally Botzler Discussion group.

Areas of Concerns –

- Current state of International issues in world & campus
- Limited Diversity Personnel in Senior Administration
- Hiring & and Hopelessness internal
- Retention establishing
- Voices of the students being silenced, ambivalence, reprimand
- Ghettoizing diversity
- Rural changing populations
- Rigid/closed mind – How to reach
- Burnout among people of color
- Center Activities – not respecting Native American sacred sites.
- Increase in accelerated recruitment and retention success and not being ready
- Who gets input
- Lack of diversity in larger community
- Conflicts over issue culture

Priority Items 2006-2007 –

- Structuralize incentives to bring people of color meaningful incentives
- New hires focus on diversity for incoming faculty
- NCORE – Ask the President to lead a delegation of seven senior administrators to attend 4 of the 5day conference and give a presentation on their experience.
- Develop a support system on campus for people of color – such as a Tribal gathering.
- Diversity Plans for all departments on campus.
- Partnering for change – develop visioning, key from HSU leaders from NCUNWCP
- Research and data collection
- Diversity Conference costs

Report Appendices –

Student Grievances about classroom discrimination – Helen to provide 3 case scenarios no longer than 9 sentences each for the report.

Jennifer & Jean provide faculty recruitment and student statistics from June 2005.

Concerns not in the Diversity Plan- Eric & Jyoti