

Diversity Scorecard  
Meeting Minutes  
December 20 2007

**Attachments:** Campus%20Internalization%20Planning%20Forum.pdf  
Happy New Year Everyone! I hope you had a wonderful holiday. We met on December 20th, just before break. Here are our meeting minutes.

**Meeting minutes from December 20th, 2007**

1. Internationalization Forum and Task Groups. It was mentioned and we discussed briefly the Internationalization Task Force, chaired by Susan Place. See attached handout. The notes of this forum brought to our attention again the need for a common definition of diversity.
2. There are a number of surveys being conducted on campus by a wide range of offices. We expressed our concern for survey fatigue and the need for someone to coordinate these survey efforts.
3. Determining a campus definition of diversity is our **TOP PRIORITY**. It should be a definition that is embraced by each constituent group on campus, so that we speak with a unified voice. It should be a broad and inclusive definition. Before we can do that, we should **collect other definitions of diversity that are currently used on campus e.g. in the strategic plan, core values, institutional branding, diversity efforts under Tray, Student Affairs, AS student gov't and organizations**. We agreed that we liked the definition from UCONN, and might use it as a guide in developing our own. After we review all appropriate material, we will revise, then propose a definition of diversity.
4. Once we have a definition, we **will ASK** each constituent group to provide input on that definition. We thought we should provide initial presentations to : The Senate Executive Committee, the President and Cabinet( then have the President introduce the definition to the Senior Management group), Staff Council, AS Student Government.
5. Diversity Scorecard - There was consensus to revise the Diversity Scorecard. Arno was to order: "Making a real difference with diversity: A guide to institutional change." He has done so and you should have a copy of it. Thanks Arno. **ARNO: I did not write down the change. Please send it to me and I will revise the chart and send it out to the group.**
6. General discussion: We wondered whether campus was ready to discuss honestly the findings it produces on diversity. We asked further: How do we have these conversations on campus and with the public. The President's report on the diversity scorecard would be one strategy.
7. **Remind the President** of his agreement to report on the Diversity Scorecard every two years. We can also report to campus and beyond through our website, You Tube, other media, and person to person presentations.
8. EPPC is working on changing the definition of Ethnic and Non Western to one that is more appropriate. It is important to get catalog language changed this spring. Sara Trechter described the EPPC process and progress to date. Sandy Parsons suggested to Sara that disability be added to the policy (EM 99-05). **Sara invited Sandy to the next EPPC meeting scheduled on Feb. 7th.**
9. The question was raised whether or not we could do a meta-analysis of diversity questions asked on the number of surveys being conducted right now. Gayle to ask divisions for copy of survey questions.
10. Propose a diversity track at the next CELT conference. Watch for the call for proposals. **TRAY, would you take the lead on this one....????? Let me know.**

**To Do List:**

- A. Next meeting scheduled for Friday, January 25, 2008 from 1 - 2 in BUTTE 743 - POLS library. Enter through the political science office.

- B. Beginning in February we will meet the second and fourth Friday of each month from 1 - 2:30.
- C. Gayle will revise Diversity Scorecard Conceptual Chart. - Arno, please send me the changes to make.
- D. All - help me collect campus definitions of diversity. We will review for our Jan. 25th meeting. Also, reread the UCONN definition.
- E. Remind the President about reporting on Diversity Scorecard every two years - Gayle
- F. All - READ "Making a Real Difference with Diversity." I received my copy from Arno on Jan. 7th. We will talk about this on Jan. 25th.
- G. Propose a diversity track for the next CELT - possibly Tray...