Diversity Sub-Committee Meeting Notes  
November 2, 2010, 1:00

Present in person: LaToya Smith, Angela Williams, Lynn Penland  
Present via teleconference: Rose Mays, Stacy Gallucci

La Toya announced that she has sent to the subcommittee electronic copies of The Chronicle diversity report, UE’s 2009-10 Office of Diversity Initiatives annual report, and the UE State of Diversity Initiatives report. She highlighted the history of diversity initiatives at UE from the 1990’s, up through the establishment of the Office of Diversity Initiatives in 2006, and into the present.

The group discussed a definition of diversity. It was the consensus of the members that the definition should be broad, including perhaps race/ethnicity, nationality, gender, religion, disability, socio-economic status, and sexual orientation. A final decision about the definition will be made at a later date.

Various approaches to developing our sub-committee recommendations were discussed. Topics identified included representation of diverse groups, curriculum and co-curriculum, leadership and commitment, campus climate, scholarship, assessment and accountability, fiscal resources, institutional structure, and others.

The group agreed that we will start by identifying 3-5 important focus areas. By November 16 each committee member will review appropriate data and send to La Toya a list of 3-5 focus areas and a brief explanation of why each is important. La Toya will share submissions with all subcommittee members prior to our Nov. 30 meeting.