

## College of Arts and Letters Diversity Council

### DRAFT Meeting Minutes from March 18, 2016 (to be approved at the April 8 meeting)

Present: Christine Robinson (scribe, Justice Studies), Rob Alexander (Political Science), Vanessa Rouillon Calderon (Writing, Rhetoric, & Technical Communication), Erica Cavanagh (English), Jenny Davis (Sociology & Anthropology), David Jeffrey (College of Arts & Letters), Yenisei Montes de Oca (Foreign Languages & Literatures), Lee Ward (Director, University Health Center, Guest Speaker)

#### 1. Diversity Events: Announcements

- Disability Awareness Week - March 28-April 1: <https://www.jmu.edu/news/ods/15-daw-2016.shtml>
- Here to Help (H2H) Training Session, Thu, 31 Mar 2016 9:00 AM - 12:30 PM, Location: Madison Union (Taylor Hall) room 404 <http://www.jmu.edu/events/cfi/2016/03/31-here-to-help.shtml#sthash.wj4oaVgq.dpuf>
- Aboriginal Title, Indigenous Nations, and Contemporary Wealth, Michael Lerma, Northern Arizona University, Thu, 31 Mar 2016 12:30 PM - 2:00 PM, SSC 4043 <http://www.jmu.edu/events/cfi/2016/03/31-aboriginal-title.shtml#sthash.rADOUW2u.dpuf>
- Refugees in the Burg, Thu, 31 Mar 2016 6:00 PM - 7:30 PM, SSC 1075 <http://www.jmu.edu/events/abp/2016/03/31-refugee-session.shtml#sthash.QjEC2nxZ.dpuf>
- 2016 Clothesline Project. CLP will take place in Madison Union 256: Monday April 4th from 12:00-8:00pm; Tuesday April 5th from 10:00am-5:30 pm; Wednesday April 6th from 10:00am-4:00pm - See more at: <http://www.jmu.edu/events/orl/04-clp-2016.shtml#sthash.T9Pjt9J.dpuf>
- Breaking New Ground: Respect and Inclusion in the Workplace (TD2070), T&D Workshop, Tue, 5 Apr 2016 1:30 PM - 4:30 PM, <http://www.jmu.edu/events/training/development/2016/04/05-breaking-new-ground.shtml#sthash.OJkYi1XE.dpuf>
- Quiet Strength in the Classroom: Engaging Introverts (Roundtable), Thu, 7 Apr 2016 8:00 AM - 9:30 AM (SSC 4042); Fri, 8 Apr 2016, 12:30-2 (Rose 5211). <http://www.jmu.edu/events/cfi/2016/04/07-quiet-strength.shtml#sthash.kfcRLTbh.dpuf>

1. Congratulations to Dr. Frances Flannery (member of the Council) on the publication of her book *Understanding Apocalyptic Terrorism: Countering the Radical Mindset* (Routledge, 2016). Christine attended Dr. Flannery's presentation from her research for this book at the Harrisonburg/Rockingham Interfaith Association's Lenten Luncheon series. Dr. Flannery's presentation was enthusiastically received, and generated very thoughtful discussion about the dangers of some of the political rhetoric about religion and terrorism, as well as how to more effectively counter terrorism and promote a sustainable peace.

#### 2. The Council approved the minutes of our February meeting.

- 3. IDEA Grant to Pilot CAL First-Generation Student-Faculty Lunch Program Funded:**  
Dr. Flannery's IDEA grant to support first-generation students at JMU was successful. Dr. Yenisei Montes de Oca and some other members of the Diversity Council will assist Dr. Flannery with this initiative.

- 4. Guest Speaker: Dr. Lee Ward on First-Generation College Students**

Dr. Ward provided an outstanding presentation (see handout attached to this email) to members of the Diversity Council on "The Invisible Minority: First Generation College Students." Dr. Lee is the lead author of *First Generation College Students: Understanding and Improving the Experience from Recruitment to Commencement* (Jossey-Bass, 2012). This book is in JMU's library in hard copy and the full text of the book is also available to read online from the JMU library website. Dr. Ward answered several questions from the Council about first-generation JMU students (including sharing that JMU does gather information about the number of first-generation students). Dr. Ward offered to continue to assist our efforts to support these students. Dr. Rob Alexander noted that the Office of Institutional Research (OIR) is a great resource for finding demographic and other diversity-related information about JMU students at their website: [http://www.jmu.edu/instresrch/?\\_ga=1.225714137.299159192.1398688718](http://www.jmu.edu/instresrch/?_ga=1.225714137.299159192.1398688718). Rob also noted there are some demographic questions that JMU does not collect during the admissions process (sexual orientation and gender identity) and that we might want to advocate for including questions that would allow students to identify as LGBT.

- 5. Old Business for April 8 CAL Diversity Council Meeting Agenda**

Christine will circulate a draft of the Faculty/Staff Diversity Networking Resources document before the April 8 meeting for final feedback.

- 6. Discussion of Madison Matters Campus Climate Survey for New Business for April 8 Meeting.** Council members Christine Robinson and Andreas Broscheid attended a session at the JMU Diversity Conference on the results of this internal survey. Christine would like to share some observations (briefly) about what was found as part of the discussion about the resolution (next item below) she will offer for consideration to the Council.

- 7. Draft Resolutions for New Business for April 8 CAL Diversity Council Meeting Agenda**

Concluding the meeting, Dr. Flannery said that she would draft a resolution for the CAL Diversity Council to consider for our meeting on April 8 with respect to supporting first-generation students at JMU, and Christine Robinson said she would also draft a resolution for the Council to consider with respect to advocating for an external climate study (that would also include first-generation students).

**NEXT MEETING: April 8, 11:00am-noon, 1131 Harrison Hall**