

CAL Diversity Council Minutes Sept. 16, 2016

Appointed department representatives:

| | | |
|-------------------------|--|-------------------|
| Chair: Frances Flannery | flanefl@jmu.edu | Phil/Rel |
| Members: | | |
| Elizabeth Pass | passer@jmu.edu | WRTC |
| Erica Cavanagh | cavanaek@jmu.edu | English |
| Stephen Chappell | chappesx@jmu.edu | History |
| Michael David | davismk@jmu.edu | SCOM |
| Yenisei Montes de Oca | monstesyx@jmu.edu | Foreign Languages |
| Alexandra Vilela | vilelaam@jmu.edu | SMAD |
| Heather Scheuerman | scheuehl@jmu.edu | Justice Studies |
| Liam Buckley | bucklelm@jmu.edu | Soc/Anth |
| Jennifer Byrne | byrneje@jmu.edu | Political Science |

In attendance: Frances Flannery, Elizabeth Pass, Stephen Chappell, Yenisei Montes de Oca, Alexandra Vilela, Heather Scheuerman, Liam Buckley

Visiting: Art Dean, David Owusu Ansah

I. Introductions were made, sharing each rep's special area of interest in diversity. As a whole body, we pay particular attention to: class, ethnicity, ability/access, gender, LGBTIQ, first generation students, country of origin.

II. The Council reviewed the CAL Diversity Council Mission and Charge, as follows:

Mission and Charge

The CAL Diversity Council is guided by the university objective to provide equal employment and educational opportunities for all persons without regard to age, color, disability, gender identity, genetic information, national origin, parental status, political affiliation, race, religion, sex, sexual orientation or veteran status.

The main functions of the Council are to

1. advise the dean of the College of Arts and Letters on issues related to diversity, access, and inclusion;
2. serve as a network of faculty and staff in CAL to exchange information on best practices and programs revolving around diversity, access, and inclusion;
3. support activities and programming that foster diversity, access, and inclusion in CAL.

As part of these functions, the council

- supports inclusive faculty and staff searches by circulating information on best search practices;
- provides a welcoming and inclusive community for faculty and staff by
 - supporting mentoring programs in CAL or its constituent units;
 - supporting networking opportunities for college faculty and staff;
 - supporting career development in CAL;
 - providing information on best practices and ongoing programs in mentoring and networking;
- (co-)organizes and advertises opportunities for scholarly and civic engagement with diversity, access, and inclusion;
- supports dialogues in the college community that address issues related to diversity, access, and inclusion;
- supports units in CAL in their effort to reach out to, recruit, and retain a diverse student body.

It was noted that a search does not lead to the Arts and Letter Diversity statement, which the CAL Diversity Council amended in Spring 2016 by adding “or first-generation college student status.” That statement may be found at:

<https://www.jmu.edu/cal/diversity/> :

Arts and Letters Diversity

The College of Arts and Letters strives to develop and maintain an organizational culture and structure that fosters inclusion and affirmation of diversity. Its understanding of diversity and inclusion is guided by the objective to provide equal employment and educational opportunities for all persons without regard to age, color, disability, gender identity, genetic information, national origin, parental status, political affiliation, race, religion, sex, sexual orientation, veteran status, or first-generation college student status.

The Council will investigate coordinating the links and statements so that all are searchable. The new Chair noted she does not yet have posting privileges.

III. The CAL Diversity Council discussed asking Dr. Matt Lee of Psychology to present the findings of his Campus Climate Survey results from 2015-2016 to the Council. Members continued discussion from Spring 2016 regarding the need for a comprehensive campus climate survey, which was brought to mind again by the lecture by Dr. Sue Rankin: “The State of Higher Education for LGBTQ People: Implications for Campus Policies and Programs,” on 9-14-16. (That program was sponsored by the Madison Caucus for Gender Equality in partnership with the Office of the Provost, Office of the Vice Provost for Academic Development, Visiting Scholars Program, Office of Access and Inclusion, LGBTQ & Ally Education Program, Madison Equality, Justice Studies Department, and the Office of Cross Disciplinary Studies and Diversity Engagement).

IV. The rest of the meeting was dedicated to discussions with Art Dean and David Owusu-Ansah from the **Office of Access and Inclusion**.

A. They began by reporting on the **Task Force on Diversity** and the conversations around diversity and hiring that occurred with representatives from several departments. Some developments that will be taking place include **facilitated dialogues** with individual departments on diversity around four questions: What are your departmental values? What is your department’s definition of / understanding of diversity? How do diversity issues show up in your teaching, research, service, outreach, etc.? What are your department’s strengths, weaknesses, expectations, and opportunities for diversity?

B. They encouraged CAL Faculty to apply for diversity related awards.

For 2016-2017 they awarded 6 IDEA grants, including 2 to CAL.

- Karina Kline-Gabel: "The Madison Hispanic Faculty Caucus"
- Frances Flannery "First Generation Faculty and Student Lunch Program in the College of Arts and Letters"

The Provost’s office also awarded 8 Curriculum and Diversity Grants, including one to CAL. *They strongly encourage CAL faculty to submit applications for IDEA grants*

Innovative Diversity Efforts Awards, the Provost's Curriculum and Diversity Grants, and the President's DEAP awards: Diversity Enhancement Award Program. See: <https://www.jmu.edu/diversity/programs-and-events/deap.shtml> for last year's information.

C. They noted that the JMU's 11 Core Qualities (found at: <https://www.jmu.edu/jmuplans/corequalities/index.shtml>) lists “**Access, Inclusion, and Diversity**” as a core quality. They remind us that all search committees and search committee chairs need to be trained on the hiring template power point that went to the AUH's in March 2016. They remind us that as we search for the best person to hire, the best person for a position would ideally embody all the core qualities of JMU, including promoting access, inclusion, and diversity.

D. The **Academic Council Statement of Access and Inclusion**, approved January 2014, states:

We promote access, inclusion and diversity for all students, faculty, staff, constituents and programs, believing that these qualities are foundational components of an outstanding education in keeping with our mission. The University is interested in candidates whose experience and qualifications support an ongoing commitment to this core quality.

The Office of Access and Inclusion reminds us that this statement shows up automatically on every job ad through JobLink.

E. They reminded us of a lesson learned at a national conference on diversity: that when students do not think they are being respected in a department, they vote by **changing majors** (or schools).

F. They encouraged us to be mindful of the wealth gap between the majority of JMU's students and the surrounding communities and to consider **class issues** when attempting to foster diversity. JMU's student body generally comes from households in the top 9% of wealth brackets (\$129,000 or more), whereas the median wealth for Shenandoah Valley is \$32,000.

- The Valley Scholars program mentors **first-generation college students**, many of whom belong in an underrepresented class bracket at JMU. See:

<https://www.jmu.edu/valleyscholars/about.shtml>.

- In addition, to this program, the President has invited first generation faculty and students to a reception on Oct. 10th, and has already received 130 responses from faculty.

- Also, Flannery reported that 12 faculty from Justice Studies, Philosophy and Religion, and History have filled the 12 spots for the pilot First Generation Faculty-Student Lunch program for Fall 2016.

V: If any CAL Faculty members have diversity related events to announce, or any questions, or concerns, please contact your representative or the Chair.

The next meeting is scheduled for Friday October 14th, 4:00-4:50 p.m. in Harrison 1131. Other meetings will be scheduled soon.

Respectfully submitted,

Frances Flannery