

College of Arts and Letters Diversity Council meeting

November 14, 2014, 8am

Harrison 1131

Present: Andreas Broscheid (chair and scribe), Erica Cavanagh, Jenny Davis, Dolores Flamiano, Lindsey Harvell, Marilou Johnson, Iain MacLean, Christine Robinson, William Van Norman

Minutes

1. Announcements

Diversity conference proposals due by December 3,
http://jmu.co1.qualtrics.com/SE/?SID=SV_6hYglmlr2dPEr2d

2. Report: Here 2 Help Training

Andreas Broscheid reported on his experiences attending the Here 2 Help training program. He found it useful to interact with the persons who work with students in crisis at JMU. He expressed a preference for adding a hands-on training unit on how to interact with traumatized students that included role-playing exercises. Other committee members seconded that view. Erica Cavanagh suggested adding a component to the training program that would permit faculty to obtain answers to detailed legal questions about reporting requirements and the like.

One council member suggested that she was viewed as the point person to answer questions regarding Title IX reporting and faculty responsibilities with regards to students in crisis. She suggested that each department should have such a designated person to assist colleagues in such matters.

In this context, Council members whether departments have participated in Here 2 Help as units. Also, it was asked whether the dean had met with department chairs to discuss faculty duties regarding Title IX reporting and the need to attend Here 2 Help programs. If neither has happened, the council suggests a meeting of the dean, CAL department chairs, members of the diversity committee, and leaders involved in Here 2 Help (such as Amy Sirocki-Meck or Sarah Brooks) to clarify faculty duties and to make the case for H2H participation.

3. Report: Student roundtable on sexual assault and consent

A council member who had attended the roundtable reported that it was a good start for a conversation and that it would be worth to have a roundtable with faculty and some of the student leaders involved.

4. Updating the CAL diversity website

The current website for CAL diversity website is outdated, incomplete, and difficult to find. Andreas Broscheid reported that he met with Joe Fitzgerald; they agreed to give Andreas

access to edit and update the diversity website in the future. Andreas asked what new content should be added to the website. The following suggestions were noted:

- Names of CAL diversity council members
- CAL diversity minutes
- A statement of purpose. For that purpose, Andreas shared a statement of purpose from a 2007 CAL self-study on diversity. The council asked whether there was a newer report with an updated statement. Marilou agreed to investigate. Andreas noted that he posted a number of statements from across campus that the Council could use as starting points for formulating a statement for CAL.
- Diversity statement: The council members found that the existing and outdated statements should be replaced by lists of courses that departments identified as related to diversity.
- Hiring resources: materials to support hiring practices that support diversity and equal opportunity. Andreas noted that the President's Task Force report on diversity include two pages of suggestions, which could form the basis for best practice suggestions to be posted on the website.

One council member suggested that department websites should link to the CAL diversity website once it has been updated.

5. The next diversity council meeting is on December 5 at 8am in Harrison 1131