

CAL Diversity Council Minutes December 6, 2017

Appointed Members:

Chair: Heather L. Scheuerman      [scheuehl@jmu.edu](mailto:scheuehl@jmu.edu)      Justice Studies

Members:

Jennifer Byrne	<a href="mailto:byrneje@jmu.edu">byrneje@jmu.edu</a>	Political Science
Stephen Chappell	<a href="mailto:chappesx@jmu.edu">chappesx@jmu.edu</a>	History
Beth Eck	<a href="mailto:eckba@jmu.edu">eckba@jmu.edu</a>	Soc/Anth
Frances Flannery	<a href="mailto:flannefl@jmu.edu">flannefl@jmu.edu</a>	Phil/Rel
Adrienne M. Hooker	<a href="mailto:hookeram@jmu.edu">hookeram@jmu.edu</a>	SMAD
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Elizabeth Pass	<a href="mailto:passer@jmu.edu">passer@jmu.edu</a>	WRTC
Isaac Woo	<a href="mailto:woocw@jmu.edu">woocw@jmu.edu</a>	SCOM
Gregory Wrenn	<a href="mailto:wrenngj@jmu.edu">wrenngj@jmu.edu</a>	English

Sitting Members:

Chris Arndt      [arndtjc@jmu.edu](mailto:arndtjc@jmu.edu)      Interim Dean of CAL

In attendance: Heather Scheuerman, Stephen Chappell, Beth Eck, Frances Flannery, Adrienne M. Hooker, Yenisei Montes de Oca, Elizabeth Pass, Isaac Woo, Chris Arndt, and James Robinson (invited).

**1)** The Council finalized its meeting schedule for next semester. In addition, Heather Scheuerman will continue to update a list of CAL Diversity Resources for the CAL Diversity website. A rough draft of this document will be sent to the Council for feedback prior to posting it on the website.

**2)** A letter advocating for an external, comprehensive campus climate study was sent to Provost Coltman on November 13, 2017.

**3)** The Council reviewed its mission, which is to serve as an advisory and informational body on matters that promote diversity, access, and inclusion. In light of its mission and charge, the Council recognized that faculty who are concerned with how certain diversity related initiatives are pursued institutionally, and how they affect academic freedom, should bring these concerns to appropriate administrative entities so they can be properly addressed. Although this is an important conversation, it is not in the purview of the Council's mission to field these concerns or address them. In order to do this, the Council proposed that those concerned with these issues do the following: 1) compose a statement that clearly details these concerns; and 2) send this statement to appropriate administrators and outlets. These administrators and outlets could include a department head, the College Dean, the Provost, the university wide task force that focuses on issues relating to diversity (e.g., campus climate), and/or the Faculty Senate.

**4)** James Robinson, the director of the Office of Equal Opportunity (<http://www.jmu.edu/oeo/>), presented on various initiatives associated with his Office.

- a) The OEO is working on improving accessibility on campus (<http://www.jmu.edu/oeo/resources/accessibility.shtml>). Specifically, the office is working on remapping accessibility on campus via an interactive online map.
- b) The OEO has a mechanism for which members of the campus community can report bias incidents (<http://www.jmu.edu/oeo/how-to-file-a-complaint/harassment-witness.shtml>). The program “Not @ JMU” serves as a reporting mechanism that goes directly to the OEO. Those incidents that are pursued reflect violations of campus policies and state, local, and federal laws and policies. This is not the same as the Silent Witness program, which enables members of the campus community to report crimes to the police ([https://www.jmu.edu/publicsafety/silent\\_witness\\_form.shtml](https://www.jmu.edu/publicsafety/silent_witness_form.shtml)).
- c) As a client of PaperClip (<https://www.paper-clip.com/Main/Product-Catalog/3555.aspx>), JMU has partnered with this organization to create a pocket guide to free speech and peaceful assembly. This is meant to be an informational resource for students. Susan Wheeler is currently reviewing this document.

Any questions regarding these initiatives should be directed to the Office of Equal Opportunity.

Respectfully submitted,

Heather L. Scheuerman