

## CAL Diversity Council Minutes April 15, 2019

### 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
Jessica B. Davidson	<a href="mailto:davidsjb@jmu.edu">davidsjb@jmu.edu</a>	History
Bill Knorpp	<a href="mailto:knorppwm@jmu.edu">knorppwm@jmu.edu</a>	Phil/Rel
Diana Galarreta	<a href="mailto:galarrdf@jmu.edu">galarrdf@jmu.edu</a>	Foreign Languages
Adrienne M. Hooker	<a href="mailto:hookeram@jmu.edu">hookeram@jmu.edu</a>	SMAD
Elizabeth Pass	<a href="mailto:passer@jmu.edu">passer@jmu.edu</a>	WRTC
Lisa Porter	<a href="mailto:porte2ll@jmu.edu">porte2ll@jmu.edu</a>	Soc/Anth (SP19)
Mary Thompson	<a href="mailto:thompsmx@jmu.edu">thompsmx@jmu.edu</a>	English
Isaac Woo	<a href="mailto:woocw@jmu.edu">woocw@jmu.edu</a>	SCOM

### Sitting Members:

Robert Aguirre      [aguirrrd@jmu.edu](mailto:aguirrrd@jmu.edu)      Dean of CAL

In attendance: Heather L. Scheuerman, Jennifer Byrne, Jessica B. Davidson, Bill Knorpp, Diana Galarreta, Elizabeth Pass, Lisa Porter, Mary Thompson, Isaac Woo, and Dietrich Maune (sitting in for Dean Aguirre).

#### 1) The Chair made various announcements:

- Heather Scheuerman welcomed Associate Dean, Dietrich Maune, who filled in for Dean Aguirre.
- The meeting time for next semester has not yet been set. An announcement regarding the meeting date and time will come from the Dean's Office. Based on scheduling, various representatives may be cycling off. Heather Scheuerman, Diana Galarreta, and Isaac Woo announced that they would not be serving on the Council next year.
- There is a need to select a new chair and for someone to post CAL Diversity Council minutes on the [website](#) next academic year.

#### 2) The Chair suggested that the Council discuss potential agenda items for next year. The Council discussed:

- Campus Expression. The Chair stated that Susan Wheeler ([wheel2sl@jmu.edu](mailto:wheel2sl@jmu.edu)) came to a previous meeting on April 11, 2018, to provide information on free speech (please see [April 2018 minutes](#)). Susan Wheeler indicated that the university needed to develop a policy on campus expression to comply with H. B. 344, a law that requires public institutions of higher education to have policies and materials concerning free speech protections. Faculty were given an opportunity to provide feedback on policy 1121 ("Free Expression on Campus") this year. Nevertheless, faculty still wish to discuss ways to navigate issues relating to hate speech and bias. For instance, a Council member reminded the committee that Isaac Woo had discussed an incident that occurred on campus regarding the rising sun flag that symbolized Japanese nationalism during World War II (please see [October 2018 minutes](#)). As such, the Diversity Council may wish to revisit this issue in the future.

- Campus Climate: A question was raised regarding the status of a proposal to conduct an external, comprehensive campus climate study. The Chair stated that she had not received word of any updates and that she would reach out to check on the status of this proposal with the Office of Access and Inclusion. Because the recommendation for such a study dates back to the [2013 Diversity Task Force Report](#), it was suggested that the Council think of various ways to address climate. One suggestion that the Council may wish to pursue in the future is to work with Student Affairs. Such collaboration would also be helpful in light of recent discussion about the naming of buildings on campus. Some buildings are named after Confederate generals and interest in renaming these buildings may come from various campus stakeholders (i.e., Academic and Student Affairs).
  - Hiring Best Practices: Another issue concerned the discussion of hiring best practices for diversifying faculty. Based on faculty feedback and discussion, there appeared to be stronger support for implicit bias training than the imposition of a diversity advocate. In addition, retention emerged as an equally important concern regarding the hiring of diverse faculty. The Council did not make formal suggestions about best practices outside of those that already exist at JMU, as there needs to be more discussion and faculty feedback. Therefore, the Council may not only wish to discuss ways to enhance diversity by soliciting faculty feedback through an online survey, but also ways to enhance the retention of these faculty. Spousal/dual career hiring and affordable daycare (see 2017 [COACHE Survey results](#)) were suggested as ways to retain faculty.
  - Information: The discussion prompted a general recognition how there is a lack of communication between various entities on campus and that faculty struggle with identifying resources to assist in navigating issues related to diversity, access, and inclusion. For instance, one Council member raised the need for information regarding student mental health and homelessness. It was suggested that different stakeholders (e.g., faculty, staff, students, and administrators) come together to share information or have a central repository of information available. This is especially important concerning the receipt of updates about the status of diversity-related initiatives. Dietrich informed faculty that the university-wide Task Force on Diversity and Inclusion will be sharing its report in the near future.
  - Viewpoint Diversity: Another suggestion for the future highlighted how there are multiple meanings of diversity and that the Council should focus on defining diversity and identifying how it relates to the Council's goals and mission.
- 3) Heather Scheuerman thanked Council representatives for their service on the committee. The meeting was adjourned at 4:55 pm.
  - 4) As a Montpelier trip that took place on Monday, April 15 served as the meeting for April, the Diversity Charis Council did not meet on Wednesday, April 17.

Respectfully submitted,

Isaac Woo & Heather L. Scheuerman