Muhlenberg College
President’s Diversity Strategic Planning Committee
Meeting #9: November 20, 2013; 5:45 p.m.
Hoffman House, Dining Room

In Attendance
Kayla Brown, Ken Butler, Janine Chi, Sue Clemens, Barbara Crossette, Matt Dicken, Melanie Ferrara, Kim Gallon, Corey Goff, Karen Green, Randy Helm, Chris Hooker-Haring, Callista Isabelle, Kate Richmond, Emily Rodriguez, Adrian Shanker, Zachary Tanne, Jeremy Teissere

1. President’s Introductory Remarks
President Helm called the meeting to order at 5:51 p.m. He said that we have much to accomplish before the meeting must adjourn at 8:15 p.m. He then asked for subcommittees to report on their work.

2. Subcommittee Reports
a. Mission Statement and Diversity Statement Review
Janine Chi, Matthew Dicken, Troy Dwyer, and Zachary Tanne are the members of this subcommittee. They had no report. Ms. Green asked members of the subcommittee if she could include the current draft of the Diversity Statement in the Hate & Bias Policy, which is nearing completion. Members of the subcommittee had no objection to using the current draft of the Diversity Statement, and Ms. Green said that the policy would henceforth include the most current version of the Diversity Statement, as it may evolve.

b. Data Review Subcommittee
Janine Chi, Matthew Dicken, Kathy Harring, Chris Hooker-Haring, John Ramsay, Robin Riley-Casey, and Jeremy Teissere are the members of this subcommittee. The subcommittee will give its first full report at the December 4 meeting.

c. Diversity Programming Inventory Subcommittee
Cynthia Amaya Santiago, Kayla Brown, Troy Dwyer, and Melanie Ferrara are the members of this subcommittee. Ms. Brown and Ms. Ferrara will report later in the meeting.

d. Diversity Plan Preliminary Review Subcommittee
Susan Clemens, Kim Gallon, Callista Isabelle, and Kate Richmond are the members of this subcommittee. Dr. Richmond said that she had sent an email asking Committee members to submit their reviews of peer diversity plans to the subcommittee by Friday, November 22. The subcommittee will use a more detailed rubric to collate and process the data gathered from the Committee. She noted that the Cohort Subcommittee will also utilize information from this committee in its work.

e. Reading Resources Subcommittee
Kathleen Harring, Jennifer Jarson, and John Ramsay are the members of this subcommittee. They had no report.
f. Safety and Security Subcommittee

Kayla Brown, Susan Clemens, Melanie Ferrara, Karen Green, and Chris Hooker-Haring are the members of this subcommittee. Ms. Green said that the Subcommittee met on November 13, where they agreed on a charge for the subcommittee, which will include a conversation with Campus Safety with the intention of leading to a better understanding of the problem and better training for officers that includes specific attention to racial profiling. Similar to recent efforts to reduce sexual assault on campus, the Subcommittee will recommend that an external facilitator be brought to campus to meet with officers and students. The Subcommittee will meet with Associate Director of Campus Safety Brian Fidati and Officer Brenda Lakis to share concerns expressed by the community. The Subcommittee will reach out to Dr. Susan Clemens, asking her to poll the students in her Emerging Leaders program to see if they express concerns with Campus Safety treatment and attitudes. The Subcommittee will also reach out to other students and groups in an effort to ascertain the extent of the problem. The Subcommittee also hopes to interview recent victims and witnesses of bias incidents. The Subcommittee intends to provide recommendations for training that will be sustainable and consistent, on at least an annual basis, and that all new departmental hires should undergo diversity and sensitivity training. They will also suggest using existing opportunities to assist in these educational efforts, like the Sedehi diversity project, BSA shout-outs, campus speakers, and reading lists. Mr. Tim Wise will be speaking on campus in February, and will facilitate a specific session with officers.

Ms. Green reported that the current draft of the Hate & Bias policy has been sent to President; Senior Staff will discuss the draft at its next meeting, and two different lawyers will be reviewing the policy, as well.

g. Cohort Recruiting and Onboarding Committee

Kim Gallon and Kate Richmond are the members of this subcommittee. The Subcommittee has not yet met, but, as Dr. Richmond noted above, it will utilize data from the Diversity Plan Preliminary Review Subcommittee in its work.

h. Curriculum Committee

Janine Chi, Matthew Dicken, John Ramsay, Kate Richmond, Robin Riley-Casey, and Jeremy Teissere are the members of this subcommittee. Dr. Richmond said the committee will be re-writing its original charge, based on data that is both extant and that will be gathered by other subcommittees. President Helm requested that any suggested changes to the charge be reviewed with him.

3. Diversity Program Inventory

Ms. Kayla Brown and Ms. Mel Ferrara reported, saying that the Subcommittee first directed its focus on student-sponsored events, and on faculty specialization and courses offered. Ms. Brown spoke about the difficult nature of compiling campus events from the Campus Calendar and Seegers Union scheduling software. Ms. Brown utilized the Weekly to gather data on events sponsored by student organizations. Many of the
campus events are social in nature. Most diversity events are sponsored by one of the student multicultural organizations or the Multicultural Center. MLK activities are one example of an event series that is being sponsored by a wide variety of groups across campus. Dr. Richmond hopes the subcommittee will recommend initiatives to increase educational and leadership activities in addition to the social activities. The President asked if the Sedehi Diversity Project and the Multicultural Center itself, which are programs of the College, are listed in the Inventory. Dr. Gallon and Dr. Richmond spoke about the pressure on student organizations and the Multicultural Center to supply programming without the institutional structure to support their efforts. Mr. Shanker spoke about the responsibility and freedom that student organizations have to generate both educational and social programming.

Members of the Committee thanked the Subcommittee for its work, but expressed concern that the inventory may not be as comprehensive as the committee will need. It was noted that the breadth of academic programming that has been offered may not be included. A Diversity Officer position was discussed, as part of that person’s job duties might be not only to track such events, but also to make connections between departments and groups who are planning events that might align in some way. The Committee discussed fundraising opportunities for diversity, and how the Committee might advocate for prioritizing diversity initiatives in our fundraising operation. Ms. Brown worried that the Committee does not share a common definition of diversity, but Dr. Chi replied that she felt it was neither possible nor necessary for the group to agree on one definition of the word; the College’s Diversity Statement, still under review by the Subcommittee, is sufficient to center the group’s work. Dr. Richmond said that she would like to add the HDGE requirement data to the Inventory to inform the Committee’s discussions.

4. **Work Plan Review**

The President said that we will add a final mission statement review to a future agenda. He asked for a subcommittee to work with him on setting interim deadlines in the Work Plan, and to begin to think about community engagement in the planning process. Ms. Richmond, Dr. Chi, and Mr. Goff agreed to assist the President on this Subcommittee. There was a suggestion to add “community review of initiatives” to the Work Plan and the President said he would add it to the list.

The meeting was adjourned at 8:05 p.m.

Respectfully submitted,

[Signature]

Ken Butler
Recorder