Muhlenberg College  
President’s Diversity Strategic Planning Committee  
Meeting #10: December 4, 2013; 5:45 p.m.  
Hoffman House, Dining Room

Committee Members
Kayla Brown, Ken Butler, Janine Chi, Sue Clemens, Barbara Crossette, Matt Dicken, Troy Dwyer, Melanie Ferrara, Kim Gallon, Corey Goff, Karen Green, Dr. Kathy Harring (guest), Randy Helm, Chris Hooker-Haring, Callista Isabelle, John Ramsay, Kate Richmond, Robin Riley-Casey, Emeley Rodriguez, Adrian Shanker, Zachary Tanne, Jeremy Teissere

1. Subcommittee Reports
   a. Mission Statement and Diversity Statement Review
      Dr. Janine Chi said that the handout (see Attachment #1) shows the final draft of the Diversity Statement. There was a question concerned the word “talented,” but it was decided to leave the sentence in place for now. There was a discussion of personal versus systemic inequality. Mr. Matt Dicken suggested adding a separate sentence referencing the College’s Hate & Bias policy and personal responsibility.

   b. Diversity Programming Inventory
      Ms. Robin Riley-Casey questioned the lack of academic programming in the list that was compiled. Dr. Kathy Harring asked Ms. Riley-Casey what she thinks is missing. President Helm expressed the need for comprehensive list, but said it should wait until after the planning process ends.

   c. Reading Resources
      Dr. Harring reported that she met with Ms. Jennifer Jarson to develop better organization around the resources compiled by the Committee, and the reports the Committee will need to complete the Strategic Plan. They decided that the Committee should move its document repository from Dropbox to Google Docs, which will allow for greater flexibility and collaboration and the Committee begins to write the Diversity Strategic Plan.

   d. Safety and Security
      Ms. Karen Green reported that the Subcommittee met with Campus Safety’s Brian Fidati and Brenda Lakis to share students’ concerns, and the Subcommittee will be working with Campus Safety officers throughout this process. The Subcommittee thinks that Campus Safety officers should make a presentation to the DSPC that outlines their protocols. The Hate & Bias policy has been returned from counsel, and revisions will go out soon to this Committee. The Subcommittee would like Campus Safety officers to attend a production of the Sedehi Project, interview the officers for their views on diversity, and participate in the showings during Freshman Orientation. It was also suggested that, during their research for each summer’s production, Sedehi Project participants should interview personnel from Plant Operations and Sodexo. The
Subcommittee also urged the administration to allow the Sedehi Project to schedule more performances for upperclassmen following Orientation.

e. **Cohort Recruiting and Onboarding**
The Subcommittee had no report. Work will begin in the spring.

f. **Curriculum**
The Subcommittee will begin its work in the spring. Dr. Chi solicited the DSPC’s input on what comprehensive training for faculty might encompass. Should there be a Diversity Across the Curriculum Committee, similar to the Writing Across the Curriculum program? The Subcommittee will research peer institutions’ transformations to more diversity across the curriculum. It was suggested that members of this Subcommittee go to the faculty Academic Policies Committee and Curriculum Committee meetings to present on this topic. Dr. Harring stated that she is forming a General Education Assessment Committee, which will include the HDGE requirement. Dr. Kate Richmond stated that the DSPC charge is the entrée to interfacing with these various faculty committees.

g. **Legal Information and Best Practices**
Mr. Dicken, Mr. Corey Goff, and Mr. Adrian Shanker are the members of this Subcommittee, which the President asked Mr. Shanker to form following the November 20 meeting. Mr. Shanker said that the subcommittee had its first meeting, and has outlined four avenues of exploration for the Subcommittee: best practices and legal information regarding diversity in admissions; best practices and legal information regarding diversity in employment; best practices and legal information regarding supplier diversity; and information regarding new legal requirements or best practices that may be relevant to Muhlenberg.

2. **Data Review Subcommittee Report**
Dr. Jeremy Teissere gratefully acknowledged the incredible amount of work undertaken by Dr. Harring’s office in the preparation of the subcommittee’s report (See Attachment #2). Dr. Teissere stated that the Committee’s work continues, with comparisons of the College’s IPEDS data vs. our benchmarks, and analyzing HERI faculty survey data.

3. **Diversity Plan Preliminary Review Subcommittee Report**
Rev. Callista Isabelle also thanked Dr. Harring’s office for their invaluable assistance in the preparation of the Subcommittee Report (See Attachment #3). Mr. Chris Hooker-Haring spoke on the difficulty of setting percentage goals in Admissions. There was a discussion on the efficacy of diversity training for faculty, staff and students.

4. **Work Plan Subcommittee Report**
Dr. Chi, Mr. Dicken, Mr. Goff, President Helm and Dr. Richmond are the members of this Subcommittee, which was formed at the conclusion of the November 20 meeting. The President distributed the work plan for the spring semester. He has reserved time in the
schedule for extra meetings early in the semester, if needed. The Subcommittee will convene small group discussions on the proposed revisions to the mission and diversity statements very early in the spring semester.

The Subcommittee also developed an assignment for all DSPC members: during the holidays, each member should formulate five or six broad goals that should be included in the final Diversity Strategic Plan. Members should then propose one or two sample initiatives, with brief descriptions, to support the goals. The deadline for submission of goals and initiatives to the President is January 5.

Mr. Dicken said that the Subcommittee is designing the first four weeks of the semester so that the campus will be highly aware of our process. Small group discussions will take place during the second and third weeks of the semester to make visible and aware to the community the work in which the DSPC has been engaged. He urged members of the Committee to report back to their peers on this work, so that all segments of the community can become engaged in the discussion. A Subcommittee will develop guided questions for the small group meetings. The Subcommittee is then planning a February 7 Common Hour Forum so that the community can discuss the Strategic Planning Goals that the DSPC will approve at its meeting on January 24.

The meeting was adjourned at 7:57 p.m.

Respectfully submitted,

Ken Butler
Recorder