In Attendance
Kayla Brown, Ken Butler, Janine Chi, Sue Clemens, Barbara Crossette, Matt Dicken, Troy Dwyer, Kim Gallon, Karen Green, Randy Helm, Chris Hooker-Haring, Callista Isabelle, John Ramsay, Kate Richmond, Robin Riley-Casey, Emeley Rodriguez, Jeremy Teissere

1. President’s Report
The President distributed a schedule of spring meetings.

2. Subcommittee Reports
   a. Community Discussions Subcommittee
      Rev. Callista Isabelle reported that nine small group meetings have been planned to provide opportunities for the community to respond to proposed revisions to the mission and diversity statements; signups are available online. Mr. Matt Dicken asked Committee members to reach out to their peers to urge participation in the small group conversations. He also urged members to initiate conversations among peer groups, as well as the structured conversations planned by the Subcommittee. The February 7 Forum will take place during Common Hour, 2:00-4:00 p.m., and the Subcommittee hopes all DSPC members will attend. Rev. Isabelle thanked those who agreed to facilitate small group discussion and stated that more voices are needed to help plan the Forum.
   b. Legal Information and Best Practices Subcommittee
      Mr. Dicken reported that he has sent an email to DSPC members, asking them to let the Subcommittee know if student groups are working toward an initiative that might fall under this Subcommittee’s aegis.
   c. Reading Resources Subcommittee
      Dr. John Ramsay reported that Ms. Jen Jarson is in the process of compiling a bibliography of resources for ease of the Committee’s use in writing the Diversity Strategic Plan. Mr. Butler said he will be distributing information on the Google Docs shared folder and asked all Committee members to contact Ms. Jarson, informing her of the email address they will be using to access Google Docs, so that Ms. Jarson may include them in the shared folder.
   d. Safety and Security Subcommittee
      Ms. Emeley Rodriguez stated that she has joined this Subcommittee. Students who have been profiled by Campus Safety will be invited to a Committee meeting to speak about their experiences.

3. Discussion of Draft Diversity Strategic Planning Goals / Initiatives
The President solicited comments on the five goals he developed from the Committee’s submissions. There were no issues. Mr. Troy Dwyer said that will we receive questions about the definition of diversity during the small group discussions and possibly the Common Hour Forum. Dr. John Ramsay said he did not feel that this was a question from which we should shy away; our answer should be that there is no one definition, but we at Muhlenberg are working toward a common definition, and that the conversation continues. Ms. Rodriguez stated that the conversation
is not merely continuing; we are moving forward, and now the DSPC needs the community’s help to advance the conversation. Dr. Jeremy Teissere stated that there is value in setting boundaries in any discussion, and in limiting the conversation to a small set of topics. Mr. Chris Hooker-Haring said that we must develop metrics that allow us to measure progress of initiatives, but we must also find a way to assess campus climate. The President responded that climate can be measured and gave examples. Rev. Isabelle said that the purpose of the Forum is invite people to come together to discuss the goals. There will be an introduction by facilitators, small group discussions which lead to written comments, which will then be posted for a gallery walk. Dr. Janine Chi made comments on effective ways to introduce the Forum to peers and constituents. Mr. Dicken said it is important to weave discussions of the diversity strategic planning goals into a narrative of the College’s past, and its changing future. Ms. Barbara Crossette said it will also be frame our conversations with a larger world view. Ms. Robin Riley-Casey said that in order to be true to the impetus of the creation of the DSPC, she felt that we need to prioritize issues of race and class, as students had called for a meeting to discuss the lack of ethnic and racial diversity on our campus, and faculty then expressed the same concerns regarding race and class in a letter to the President. The President responded that while he agrees that these forms of diversity are the most urgent priorities for our plan to address, he was unwilling to exclude other forms of diversity from consideration, including sexual orientation, physical disabilities, religion, etc. Ms. Riley-Casey agreed that the committee should be conscious of all forms of diversity. Ms. Kayla Brown reiterated Ms. Riley-Casey’s statement. Discussion followed.

4. Rubric elements for evaluating prospective initiatives
President Helm noted that Mr. Dicken has suggested the potential impact on racial, ethnic and class diversity be taken into account as a priority for judging initiatives, due to his belief that these have been historically under-represented as foci at Muhlenberg. The President then listed several tenets of what he feels would comprise a “good” diversity initiative. After some discussion, the following list was generated. A good diversity initiative is one that:
- Can be assessed consistently in terms of its effectiveness
- Has an advantageous cost/benefit ratio
- Can be assigned to someone’s area of responsibility so that it can be monitored
- That it is Muhlenberg-specific and Muhlenberg-appropriate.
- Makes good use of existing College resources
- Can be accomplished in a timely manner, with a balance of short- and long-term yield
- College investment is proportional to true cost
- Balances goals among populations
- Has “sticky ends”

The President said that the focus of our next meeting will be to develop a rubric for evaluating initiatives that can be presented and explained to the community to assist them in suggesting diversity initiatives. We will also hear from facilitators of the small group discussions and continue working on planning the Community Forum.
With no other business, the meeting was adjourned at 3:00 p.m.

Respectfully submitted,

[Signature]

Ken Butler