Muhlenberg College
President’s Diversity Strategic Planning Committee
Meeting #16: March 13, 2014; 5:45 p.m.
Hoffman House, Dining Room

COMMITTEE MEMBERS
PRESENT: Kayla Brown, Janine Chi, Sue Clemens, Barbara Crossette, Troy Dwyer, Corey Goff, Randy Helm, Chris Hooker-Haring, Callista Isabelle, John Ramsay, Kate Richmond, Robin Riley-Casey, Emeley Rodriguez, Cynthia A. Santiago, Adrian Shanker, Zachary Tanne, Jeremy Teissere

RECORDER: Ken Butler,

   Mr. Corey Goff provided the Committee with copies of the EEOC guidelines for context for the discussion, and a second handout that included links to more extensive resources. He then led the Committee through his presentation, noting that both the State of Pennsylvania and the City of Allentown also have their own non-discrimination laws that expand on the federal statutes.
   Mr. Adrian Shanker presented on the topic of supplier diversity. Since the College does not have a formalized policy, he suggested that the College develop one. He then spoke on Windsor Implementation: the June 2013 Supreme Court ruling affects students with same-sex parents who are legally married. Children of same-sex couples are generally unaware of this change, and the College needs to make sure that current and prospective students are aware of the change to the law. Mr. Shanker also suggested that the Human Resources department should review their benefit policies to ensure that they are offering equal spousal benefits in each area as required by the new law, and also that they remove the section on their website saying that taking domestic partner benefits could impact their tax situation.
   One more piece of this report, Mr. Matt Dicken’s report on student affairs, will be presented as soon as it is complete.
   President Helm stated that these reports have been valuable to the process of identifying the work that needs to be done.
   Dr. Jeremy Teissere asked about Fair Labor law policies that are already in place and Mr. Shanker responded.

2. Other Subcommittee Updates
   a. Cohort Recruiting and Onboarding Committee
      Dr. Kate Richmond stated that she would like to recruit more members for the subcommittee. Ms. Riley-Casey volunteered to assist in the Committee’s work, and will survey Valley institutions to see which, if any, participate in cohort hiring. Dr. Ramsay volunteered to provide financial information on the topic, as well.
b. Curriculum Committee
Dr. Teissere asked if the work of this subcommittee should be progressing now, or if it should wait until we have settled upon the final set of initiatives. The President said the subcommittee’s work could identify best practices that will help craft the initiatives.

c. Data Review Subcommittee Report
It was reported that the HERI survey has been distributed to the faculty.

d. Hate & Bias Policy Update
The President reported that the policy has been vetted by this Committee and by counsel, and is ready for publication. We will need to create a website for reporting and recording purposes before we make the announcement. We will also need to identify and train the members of the Hate & Bias Response Team. Dr. Chi suggested that assembling and training the Team should be modeled on the Sexual Assault Response Team process for faculty and staff. There was a discussion of an application process for students who wish to serve on the Response Team. The President stated that funds for this initiative will not come from this Committee’s pool of funds. He promised to share the final policy language with the Committee.

e. Mission Statement and Diversity Statement Review
Mr. Dwyer said the subcommittee is still working to condense the very large amount of data it received from the community conversations before it issues its final report.

f. Reading Resources Subcommittee
There was no report.

g. Safety and Security Subcommittee
Ms. Brown reported that guest speaker Tim Wise met with Campus Safety during his visit to campus; the meeting focused on the proper ways to respond to incidents which may not fall into the category of a bias incident.

h. Community Conversations Subcommittee
There was no report.

3. Discussion of the Committee’s Original Initiative List
After a very long discussion, it was agreed to form subcommittees that will synthesize and condense the initiatives submitted by Committee members over the winter break. These will then be combined with initiatives received by the community to create a single list of initiatives beneath each goal. The subcommittees are:

Goal 1:  Jeremy Teissere (Chair), Robin Riley-Casey, Adrian Shanker, and Kayla Brown
Goal 2:  Chris Hooker-Haring (Chair), Emeley Rodriguez, Sue Clemens, Cindy Amaya Santiago
Goal 3:  Kate Richmond (Chair), John Ramsay, Kim Gallon, Corey Goff
Goal 4:  Janine Chi (Chair), Zak Tanne, Karen Green
Goal 5:  Randy Helm (Chair), Ken Butler
Goal 6:  Troy Dwyer (Chair), Callista Isabelle, Kathy Harring, Matt Dicken

Provost Ramsay said that the subcommittees also should give some thought to answering the following question: What is the fundamental rationale for each of these goals?

Ms. Rodriguez reported that 15 students met on March 12 and developed several initiatives for each of the six goals.
The meeting was adjourned at 8:01 p.m.

Respectfully submitted,

[Signature]

Ken Butler
Process Assistant