



**President's Commission on Diversity
August 14, 2008
Room 306 Main Building
Minutes**

Members Present: Chike Anyaegbunam, Patty Bender, Mary Bolin-Reece, Lina Crocker Jeff Dembo, Lori Gonzalez, Bessie Guerrant, Gail Hairston, Sara Jones, Jane Kirschling, Michael Lee, Rob Mullens, Allan Richards, Alvin Seals, Karen Slaymaker, Richard Sutphen, Patricia Thompson (for Lionel Williamson), Rakesh Kandibanda and Linda Rakes.

Members Absent: Oscar Arevalo, Druscilla Bakert, Chester Grundy, Chris Harper, Vanessa Jackson, Ibrahim Jawahir, Sharon Taylor New and Isabel Taylor.

Guest: Dr. Connie Ray

Welcome and Call to Order:

Allan G. Richards

The August meeting of the President's Commission on Diversity was called to order by Allan G. Richards, Chair at 11:42am.

Today is September 11, 2008 and in memory of the lives lost on this tragic day, a moment of silence was given by the commission.

Approval of May 8, 2008 Minutes

A motion to approve the minutes of May 8, 2008 was made by Lina Crocker and seconded by Karen Slaymaker. The minutes were approved by a unanimous vote with no exceptions.

A motion to approve the minutes of the August 14, 2008 PCD meeting was made by Lina Crocker and seconded by Rob Mullens. The minutes were approved by a unanimous vote with no exceptions.

Announcements

Allan Richards

-Dr. Richards reminded the members to remove the materials in their folders to keep for their records and to leave the folders at the meeting.

-The upcoming National Multicultural Institute's 2008 Conference information was included in the members' folders. The PCD will sponsor a commission member to attend this conference. Dr. Richards requested that anyone interested in attending this conference to please submit a short paragraph as to the relevancy of their attendance at this conference to his/her PCD committee. The PCD member selected to attend this conference will also be asked to report back to the commission about what was learned at the conference.

-A copy of the 2008 President's Commission on Diversity's annual report to the President was included in the member's folders. A copy of this report is also located on the PCD website www.uky.edu/pcd.

-There will be a joint commission meeting with the President's Commission on Women on November 21, 2008. This joint meeting will take the place of the regularly scheduled November 13, 2008 PCD meeting.

-Dr. Richards requested a brief meeting of the PCD chairs following the conclusion of today's meeting.

Discussion of Key Concepts for Diversity Planning & Assessment

**Connie Ray
Allan Richards**

The Commission on Diversity has identified key concepts essential to the University's efforts to achieve its diversity vision through a systematic, integrated approach to institutional change. These concepts are presented in the planning matrix proposed by Dr. Ray (a copy of the planning matrix is in the members folders) to facilitate the strategic planning process of the University. The planning matrix can be used as a guide or checklist to: 1) conduct a gap analysis of current planning efforts; 2) incorporate intentional strategies that align with each concept, as appropriate, into strategic plans; and 3) develop an assessment strategy that is clearly aligned with the key concepts and plans.

Dr. Ray advised that she and her office were currently updating and creating the student survey based on the work that has been done. They have worked with definitions to devise a student survey to obtain a baseline for where students, faculty, staff and administrators are currently.

The next step will be to pilot the survey in early November and to target approximately 100 students. Dean Lori Gonzalez suggested targeting the Health Sciences students for this pilot survey.

Dr. Ray is also working on a sampling design to get IRB approval. Administration of this could possibly take place in late March. Dr. Ray requested help from the PCD with regard to strong PR communication and announcement to get the word out about the survey(s) in an effort to have successful responses

Dr. Ray will meet with the PCD at the October 6, 2008 meeting for more feedback on the survey.

Dr. Richards spoke about the planning matrix and that it is to be used as a planning tool toward being able to use and reach ultimate goals. We are to plan intentional strategies to reach diversity goals.

Dr. Richards thanked the committees once again for their diligent work on this project.

Dr. Richards reported that he will continue to work with various segments of the institution to make sure that the PCD is inclusive in this strategic project. He will look further at the recent indicators and outcomes and will discuss these with the committee members to gain feedback as to how these were perceived to assure that we are encompassing all that we have done. He will continue to meet with the PCD members to get their individual feedback on this project.

Dr. Richards explained that the language of the project must change the definition of diversity. Diversity is about each of us and we need to make this clear in an effort to move forward as in doing so, everyone will benefit. We need to get this message out.

New Business

Dr. Richards explained to the Commission that this is where issues regarding diversity are brought to be discussed. Such discussions will help to educate us in terms of what we see that may be affecting diversity across our campus community. A discussion of different issues does not mean that the PCD can come to conclusions.

It was discussed among the members that major issues brought to the commission for discussion could possibly be brought to the campus community with a structured environment whereby trained facilitators would lead and run such discussions.

Karen Slaymaker announced that Barbara Trepagnier, Author of “Silent Racism”, will be on campus to speak on September 18, 2008 at 3:30pm, Room 230, Student Center. This event is sponsored by the Martin Luther King Cultural Center with the Department of Sociology and the College of Social Work. The PCD was invited to attend.

Adjourn

A motion was made by Mary Bolin-Reece to adjourn and seconded by Patty Bender. Motion passed with a unanimous vote and meeting was adjourned at 1:00pm.

The meeting adjourned at 1:00pm.