MINUTES
UAF Chancellor's Diversity Action Committee Meeting
Wednesday, October 26, 2011
2:30-4:30pm
Chancellor’s Conference Room (Signers’ Hall 330)

I. Call to Order and Roll Call – 2:30pm
Present: Kayt Sunwood, Yvonne McHenry, Jenny Liu, Bob Shefchik, Juella Sparks, Ana Richards, Mauria Gerdeman

Online: Diane McEachern (via video), Christa Bartlett, Annemarie Mattacchione, Jane Weber and Mary Sue Dates (via audio)

Guests: Caitlin Montague-Winebarger, Ross Imbler

II. Introductions: Members introduce selves: their positions at UAF and interest/motivation for being part of CDAC

III. Caitlin Montague-Winebarger: Wants Support to bring Tim Wise to UAF
A. Looking for support to bring Tim Wise to campus (a speaker who talks about race in different contexts).
   1. Funding, partners, anything to help make event happen
B. Wants to hold a 2-day conference in spring semester (on dates that would also work for FNSBSD).
   1. Interested in having student panel: students from high school and university discuss issues regarding race in the classroom
C. Currently working with Allan Morotti (Interim Dean SOEd), Bett Schaffhauser (EEO Director at FNSBSD), Ana Richards, and others.
D. COSTS: $7500 speaker fee, plus travel and lodging.
   1. Currently has no money commitments to help fund

CDAC decides to put on Action Planning for this year to see if and how might be able to help with event.

IV. History of CDAC
A. Sept 10, 2004- Chancellor Lind proposed establishment UAF Campus Diversity Committee
   1. Fashioned after UAA’s Chancellor’s Diversity Action Council (est. 2000).
   2. Jane Weber- only one who has been member since CDAC’s inception.
B. Discussion of how committee has changed/evolved over the years

V. Current Structure/Function of CDAC
A. Discussion EEO Director Position
1. In May, proposed create 2 positions: Chief Diversity Officer and EEO Director
   a. Chancellor Rogers rejected proposal at 9-8-11 mtg

2. No updates re: hiring of new EEO Director

B. Restructuring of CDAC: Diane stresses have opportunity to craft CDAC differently in upcoming year. Topics discussed:
   1. Passion vs. meeting quota by department
      a. Initiate Membership Application and est. certain criteria for selection.
      b. Enforce bylaw which states that members with two (2) unexcused absences from meetings will lose committee seat
   2. What’s the purpose of non-voting ex-officio members?
   3. Broaden Representation/Diversify Committee More
      a. Concern: Don’t want to increase size
         i. Majority feel large group unwieldy and difficult to get all members together
      b. Increase male representation
         i. Jane pointed out that have had high proportion women to men since inception of CDAC.
      c. Network with community
         i. Increase community involvement/representation (work with FBNSBSD)
      d. Make CDAC more visible and valuable to public
         i. Idea that if viewed as prestigious and reputable, people will want to participate
         ii. One way to do so: Est certain criteria for members through application process

VI. Campus Climate Survey

A. Discuss inviting researchers to November meeting to present findings
   1. Will allow CDAC members to ask questions
      a. Hopefully will help decide what to do with results, incl:
         i. Comfortable distributing all or just parts?
         ii. Do want to make presentation available to rural campuses/interested constituencies?
      a. Discussion of Quantitative vs. Qualitative Report
         i. Two separate reports produced: Quantitative (done by Nicole) and Qualitative (done by Karen and Sine)
ii. “Opportunities to succeed” questions included in quantitative analysis, not included in qualitative analysis
   1. Concerns voiced by Diane about these specific questions as they suggest that Whites and Alaska Natives have the same success/access rates. Not ok releasing to the public
iii. What does CDAC want to do with quantitative report that was produced? Ignore quantitative and just promote qualitative report?

*CDAC decides to invite all three researchers to November meeting to do presentation.*

VII. Meeting Logistics

A. Discussion of Meeting Order
   1. When adopt minutes?
      a. In past followed Robert’s Rules of Order– minutes at top of agenda
         i. Bob mentions that since not formal committee governed by bylaws, CDAC not required to follow formal structure

B. Minutes from 9-8-11 Mtg
   1. Concerns
      a. Jenny Liu’s last name misspelled. Will be corrected. No other concerns voiced.

C. Future Monthly Meetings
   1. Many feel meeting dates and times need to be more consistent

VIII. Consensus Model

A. Kayt and Diane introduce formal consensus decision making process as possible operating model for CDAC
   1. Way to avoid members feeling left out, silenced (as have in past)
   2. Might allow for a wider range of voices to be heard
   3. Goals/Key Points of Model:
      a. Allow each member to have a voice
      b. Create safe environment in which people feel comfortable sharing thoughts/feelings
      c. Decision making as much about conflict as it is about agreement.
         i. Works best in an atmosphere in which conflict is encouraged, supported and resolved cooperatively

B. Complete overview of model process on next page
IX. **Next Meeting**

*CDAC decides the next meeting will be November 30th from 2:30-4:30pm.*

X. **Adjourn** 4:35