

**DIVERSITY COMMITTEE
BOARD OF TRUSTEES
UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE**

A meeting of the Diversity Committee of the Board of Trustees of the University of Vermont and State Agricultural College was held on Friday, February 10, 2006 at 1:30 p.m. in Room 427A, Waterman Building.

MEMBERS PRESENT: Vice Chair Ian Boyce, Ex Officio, President Daniel Fogel, Board Chair Carl Lisman, Claire Ayer, Christine Hertz, James Leddy, and Kami Patrizio

MEMBERS ABSENT: Chair Thomas Little

REPRESENTATIVES PRESENT: Faculty Representative Tom Rogers, Staff Representative Marilyn Eldred and Student Representative Katie Kasarjian, Alumni Representative Janet Terp (by phone)

PERSONS ALSO PARTICIPATING: Vice Provost for Multicultural Affairs Willi Coleman, Director of ALANA Student Center Beverly Colston, Assistant Dean for Policy, Climate & Conduct Jacob Diaz, Executive Director Diversity and Equity Kathryn Friedman

Vice Chair Boyce called the meeting to order at 1:30 p.m.

The meeting began with a silent protest in support of two affirmative action complaints filed within the Office of Diversity and Equity against the Red Cross by two students. The group spokesperson was allowed to address the committee and their comments were noted by the committee.

Approval of Minutes

A motion was made and seconded to approve the minutes of the August 26, 2005 meeting. Kami Patrizio suggested the following sentence be inserted on page 3: *Trustee Boyce suggested that the Diversity Committee might like to see an action plan detailing how the diversity agenda will move forward.* The minutes were approved as amended.

ALANA Student Retention Efforts

Beverly Colston, Director of the ALANA Student Center, reported on ALANA student retention efforts. She reported that despite high retention rates, issues still remain for existing ALANA students. Videos of several ALANA students provided insight into the experiences of ALANA students and reinforced that more needs to be done to change the university climate. Particularly as enrollment increases and the percentage of ALANA students also increases, consideration must be given to how we all will co-exist in the UVM community. The ALANA program highlights include the Peer Mentoring program, the SESP (Summer Enrichment Scholarship Program), and collaborations with

other departments and groups on campus. Excellent programs are available but we must strive to offer them on a broader basis.

Presentation: “Critical Competencies in Intergroup Dialog”

Jacob Diaz, Assistant Dean for Policy, Climate and Conduct, gave a presentation on EDHI200: Critical Competencies in Intergroup Dialog. Launched in the fall of 2005, this 3-credit course is offered in the College of Education and Social Services and the Department of Integrated and Professional Studies. Intergroup dialogues are used to facilitate conversations between students of different race ethnicities, sexual orientations, religious affiliations, gender identities, and socioeconomic backgrounds. The course includes a series of readings, guest speakers, videos, and experiential activities. Several students enthusiastically reported on their experiences in the program, and it was suggested that this course be made available to a larger population of the University community including faculty, staff and the Board of Trustees.

Personal Vision Statement from the Vice Provost for Multicultural Affairs

Vice Provost for Multicultural Affairs Willi Coleman, reported on her Vision for Diversity at UVM in 2010. She stated that the University has most of what it needs to get to the year 2010, but there is a danger of becoming stagnant or what she referred to as “Paradigm Paralysis.” Vice President Coleman then presented the following six initiatives that she hopes would optimistically be in place by the year 2010:

1. The University of Vermont has in place specific diversity benchmarks based on ever-evolving campus needs, national developments and strong ties to other universities.
2. A strategic plan for housing diversity has been embedded into all plans for building, removing, relocating or changing physical structures on the campus.
3. By 2010, there will be a formal diversity communication network which transcends all levels of the University.
4. By 2010, the Diversity Graduation Proposal will be a requirement so entrenched that the class of 2014 will simply assume that it has always been in place.
5. Faculty development opportunities will include exchange programs between UVM and the Faculty Resource Network member institutions, which will continue to foster and leverage opportunities between UVM and the FRN.
6. By 2010, the Center for Cultural Pluralism will have been designated a National Affiliate of the University of Michigan’s National center for Institutional Diversity.

Staff Representative Marilyn Eldred suggested the inclusion of staff should be considered in all diversity aspects, particularly in the critical competencies.

President Daniel Fogel added that the University is very committed to the Faculty Resource Network.

Vice Provost Coleman added that University leadership is behind these initiatives and that it is important for the Provost, Deans and faculty to participate, and that it will take the commitment of the entire community.

Campus Climate Survey Update and Timeline

Kathryn Friedman, Executive Director of Diversity and Equity and Affirmative Action and Equal Opportunity, reported that the data from the Campus Climate Survey is in the process of being cleaned up. A report will be generated that is to be shared with the University community as a whole.

Other Business - Review of the Work Plan

David Nestor will present his report on the President's Commission on Diversity and Inclusion at the May meeting.

Trustee Claire Ayer suggested that the Committee learn more about the Intergroup Dialogue training that Chairman Boyce mentioned after Jacob Diaz's presentation.

Adjournment

There being no further business, the meeting adjourned at 3:15 p.m.

Respectfully submitted,

Ian Boyce, Vice Chair