

**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, May 19, 2006 at 1:30 p.m. in Memorial Lounge, 338 Waterman Building.

MEMBERS PRESENT: Chair Thomas Little, Vice Chair Ian Boyce, Claire Ayer, James Leddy, and Kami Patrizio

REPRESENTATIVES PRESENT: Faculty Representative Jane Birnn, Alumni Representative Janet Terp, Staff Representative Marilyn Eldred and Student Representative Katie Kasarjian

PERSONS ALSO PARTICIPATING: Vice Provost for Multicultural Affairs Willi Coleman, Interim Director of the Women's Center LuAnn Rolley, Associate Professor of Integrated Professional Studies Jackie Weinstock and Assistant Professor and Director of Integrated Professional Studies Sherwood Smith

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

Approval of Minutes

A motion was made and seconded to approve the minutes of the February 10, 2006 meeting. Jane Birnn asked that the attendance reflect Tom Rogers attended the meeting in her place. The minutes were approved as amended.

Multicultural Affairs Report

Willi Coleman, Vice Provost for Multicultural Affairs, reported on the state of the six areas that report to the Multicultural Affairs office: the Abenaki/Native American Outreach Program, the Henderson Fellows Program, the Curriculum and Faculty Diversity Plan, the Faculty Resource Network, the Center for Cultural Pluralism, and the central diversity fund project, which support for campus-wide programs, and activities that focus on diversity. Vice Provost Coleman reported that all of the programs are on a more firm foundation from which they can move forward and that includes having the mission and program objective "evolve" without being lost. As the Center for Cultural Pluralism is both a physical location and an educational program, Dr. Coleman urged the Committee to keep an eye out for space for the Center due to the serious competition for space on campus.

Report from President's Commission on the Status of Women

LuAnn Rolley, Interim Director of the Women's Center, provided the Committee with a brief report and Power Point presentation on the activities of the President's Commission on the Status of Women. Director Rolley reported on current trends in headcount enrollment by student level by gender, full-time headcount faculty by gender, and full-time headcount staff

by gender. Future initiatives include continued examination of gender-based and sexual violence reports on campus, utilizing the campus climate survey data and making recommendations to the President, and creating a status of women report formulating key indicators on the status of women.

Overview of the Campus Climate Report

Jackie Weinstock, Associate Professor of Integrated Professional Studies, reported on the results of the 2005 Campus Climate Survey (CCS). Results were analyzed by Rankin and Associates, the outside consulting firm hired to conduct the survey, and subsequently input the data and conduct the analysis. The Campus Climate Committee (CCC) determined that additional and more sophisticated analyses were necessary to address the large number of individual questionnaire items and the limits of conducting group comparisons on individual items. Two University statisticians, Dr. Takamaru Ashikaga, Professor and Director of Medical Biostatistics, and Dr. Pamela Vacek, Biostatistician and Research Assistant Professor, Medical Biostatistics and Pathology, aided in this subsequent analysis. As a result, the fundamental aim of the CCS, which was to initiate the first step in a systematic endeavor to assess the climate of UVM regarding how diverse UVM community members perceive and experience the campus climate while assuring the anonymity of each respondent, has successfully been achieved. The CCC will be working on a preparing a more substantial report focusing on the following categories: disabilities, sexual orientation, self-identified gender identity, and religious or spiritual affiliation. A complete final report will be ready by the beginning of the fall semester.

An Introduction to White Privilege

Sherwood Smith, Assistant Professor and Director of Integrated Professional Studies, Cultural Pluralism & Racial Equality, provided the Committee with an informative and compelling introduction to the concept of whiteness and white privilege. Approximately ten days prior to the meeting, Professor Sherwood distributed seven articles on the topic for the Committee's review and preparation for the meeting. Professor Smith addressed the benefits of understanding these concepts, in relation to the work of the Committee and the Board as a whole. The presentation highlighted how race and racial beliefs, attitudes, values and judgments are often deeply imbedded in people and their culture. He stressed the critical importance of identifying these and confronting them openly and honestly.

The Committee responded with interest and asked for additional Committee time to continue this work, expressing the desire to have the Board and University leadership engage in similar work.

Adjournment

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

Respectfully submitted,

Thomas Little, Chair