

Minutes: August 3, 2016 Academic Affairs Climate and Diversity Committee

Members present: Rachelle Dudley, Suzanne Droleskey, Arthur Watson, Elizabeth Bledsoe, Mofie Thomas, Annette Shenkir, and Catherine Roueche-Herdman

No minutes to approve from the previous meeting

Announcements: Discussed timeline for upcoming report(s). The report is due 12-2. AACDC will have an extra meeting in November on 11-16 from 9 – 10:30 a.m. to review the final consolidated report.

Rotation schedule -- all members will remain until relieved

Old Business:

Summer Supervisor meeting

- All resources, presentations, notes are available online.
- Both sessions are complete, evaluations very good, group discussions were the most popular sessions.
- There was discussion about starting a Brown Bag Series to continue supervisory training since this was a popular option. The series could have a subject matter expert leading the discussion and sharing information.

Training requests:

- Subjects include: Difficult Dialogues, Discussing equity issues with Staff, Handling Microaggressions
- We have \$10K available in our training budget. We need to get started with a plan for use of the \$10K.
- One idea was to consider bringing Dr. Sui back for another program on Microaggressions
- Mediation Training: Nancy Watson is getting dates to Arthur Watson on her availability. 29 people from the Summer Supervisor training are interested in mediation training. Those participants have been promised first choice for registration in the training. There are only 20 slots available. These groups will be allocated based on proportionate distribution amounts. Round two of training will first be offered to those that could not participate in round one. AACDC members can participate as well. AACDC will wait to offer the option for training to the first cohort until Watson has the dates identified. Some people may be unable to participate given the dates of the training.

New Business:

Subcommittee reports:

Benchmarking: the subcommittee is currently working to collect ethnic and gender information for the required comparison, in preparation for the next report. We have included Jessica Rubie from the President's office on the subcommittee.

Climate Survey: the committee is working to locate a faculty member to assist with the survey, a social scientist is preferred. This survey is completed every 3 years, Fall 2017 is the next scheduled survey.

Remember Provost required training: Introduction to Diversity and Inclusion. Suzanne will craft a message for us to share with our units reminding all about the 100% participation requirement. Mofie will check to see how this EOD course can be tracked in Traintraq.

The only unfinished recommendation from the last climate survey is related to New Supervisory Training. Annette will work with Brandy Kosh on this subject. EOD courses have already been evaluated by past AABS and VPR staff. It may be that together, a set of options can be identified and shared with supervisors in a Brown Bag Luncheon before AACDC makes recommendations about this to the leadership.

All members should read through all recommendation tracking reports and be prepared at the next meeting to evaluate where we are, what we have done, and whether there anything left to complete:

- 2012 Climate Survey – Suzanne
- 2014 Climate Survey – Catherine
- 2015 Advancement-Career Ladders – Mario
- Equity Matrix – Arthur

End of business