**November TF Prioritization Meeting**

**11/26/18**

**Meeting Began at 3:34 PM**

1. Recap of Last meeting
   1. Discussion on how we got to our current point, and early plans going forwards.
      1. Kaibab student space expansion
2. Question: Who will take the lead for implementing these activities? Should we discuss it?
   1. Partially, Unsure what units will pick what they want in their own plans.
      1. Should put role of taskforce in the accountability section. Need to make clear. Some of this will need to wait until we determine the diversity fellow’s role.
3. Comment from Tom Uno: Should we examine the federal definition of cultural competence from the Developmental Disabilities Assistance Bill of Rights Act and see if we want to adopt anything from it?
4. Cultural Competence Goals Discussion
   1. General Question: Are their items present in Goal 1 that would be better served being placed in other goals?
      1. Response: Some of them likely do, we should shuffle around components of goals into their proper goals. For example, the recruitment materials could be moved to Goal 2, or Point 5, which discusses expanding faculty. But keep broad points under Goal 1.
      2. Question: Should we keep Goal 1 as an overarching vision or as a goal?
         1. Response: We would be best served keeping it as a goal.
      3. Question: Should we restructure Goal 1 with effected groups as subheadings and with the effects and benefits of the plan underneath
         1. Response: That was the original plan layout but the needs of the plan outgrew the format.
   2. Redistributing Cultural Competence Items Discussion (Only items changed noted, format is Goal, subitem, bullet point number)
      1. 1.1.4 will be reworked.
      2. Discussion around 1.1.6 focused around new web-based training through a current vendor as an avenue to reach some of the plan’s goals around educating students, faculty, and staff in common language and understanding of definitions.
         1. Look at a variety of courses such as those focusing on communication and values.
            1. Workshops and similar formats
            2. How do we factor in potential pushback?

Pick a software suite all universities in Arizona use.

Tie back into university standards

Make sure efforts are reflected at the faculty and staff level. Look at ways to tie in new faculty and staff hires into trainings.

* + - * 1. Long range goal is to have an in-person course for students

Having a core starting course would be important for the diversity curriculum.

Find a way to discuss the topics in small chunks in separate courses so that the information is given but does not need a dedicated course. An example is the Engineering department and accessible design.

Would need to find a college to house the course.

Comment: An online course might not best signal the importance of the diversity courses and issues.

Response: Agree, but online courses are easy to set up and track for compliance and they can allow us to introduce the shared language and definitions that will allow us to scaffold future training upon.

Look at language around designing culturally competent curriculum, add some descriptive language about how to go about doing this.

Question: Should we add something about the role of the task force with working with departments to par down the plan to departments?

Answer: Yes, should be added to accountability.

We need to determine the role of the incoming Fellow so that we can better plan what to do.

Fellow might not be involved in the implementation of the plan.

On the other hand, the Fellow might assist and oversee portions of the plan.

We should have members of the commissions on the search committee for the Fellow.

Have the diversity commissions present at orientations, possibly tabling.

Increase Learning opportunities

Implement further discussion of the Zone trainings. Present them as strategies.

1.1.11 Should keep in Goal 1 but reexamine.

Put a mention of the Student employees into this section.

“Through Student and Professional performance appraisals…”

1.1.12. What is the role of a “badge” when compared to a certificate. What is the incentive to do them?

A way for people to track “levels” of cultural competency

Possibly look at it as falling under teaching related activities.

Ongoing discussion on how to build the value into the awards. Value will help draw further engagement.

Look at possibility of having X amount of Committee time equal to Y amount of course buyout.

How to handle faculty and staff pronouns

Ongoing discussion with the LGBT+ commissions to figure out the best way to implement this.

1. Other Discussion
   1. Brochure came, will post an accessible version soon.
2. Committee tasked with reviewing the plan with eye to ensuring items are in their proper place and looking at what is truly a university-wide strategy versus something departments will be better equipped to implement in their own plans.
3. Next meeting set for Monday, December 10, 2018.

**Meeting ended at 5:00 PM**