

Commission on Ethnic Diversity
Meeting Minutes 11/03/14
Oak Creek Room, University Union

1. Introductions

- 11 commissioners present

2. International Students

- CIE sent an email to international students meant to be a reminder about parking regulations on campus. However, the way it was communicated was problematic for some international students
- An apology was later sent out and the issue was addressed in an open forum
- How should CED respond to this incident? What are the lessons for the future? Sensitivity Issues?

3. LGBTQI Students of Color

- A sexuality and/or racial discrimination incident happened involving a LGBTQI student of color at Cline Library
- The lack of professionals at the front desk
- Ask Cline for their specific policies on LGBTQI
- With this incident and the one with international students(and many others) perhaps CED should collaborate with the other commissions to push for the institutionalization of mandatory diversity training for faculty and staff
- Residence Life has a sensitivity survey. Maybe CED can look at it to see the kind of issues it covers
- Question to ask President Cheng: How can the Office of the President institutionalize campus wide mandatory diversity training to be updated every 3 years?

4 & 5. Job Recruitment Process, Number of non-tenured faculty of color

- Melissa Welker to update next meeting

5a) COACHE Survey Sub-Committee

- Results indicate that non-tenure track faculty are generally satisfied than tenure track, tenured faculty. Some question the validity of the results considering that results do not show how age and gender contribute to how people answered questions

6. Campus Climate Assessment Survey

- Still waiting for IRB approval
- What is going to happen to the data?

7. President Cheng

- President Cheng will attend our Dec 1 meeting (1230-1:15pm)
- Five questions for the President
- Another question input: What is your perception of the commissions and our roles? What role can the commissions play in your future plans?

8. Events

- November is Native American Heritage Month

Next meeting: December 1, 2014