

# UAA Diversity Action Council Meeting Minutes

Friday, October 14, 2011 – 9:00 a.m. to 10:30 a.m.

Student Union, Lyla Richards, Room 103

The meeting was called to order.

## DAC Members in Attendance:

Bruce Schultz, Willy Templeton, Andre Thorn, Courtney Brooks Smith, Balogun Bishop, Cynthia Abam, Diane Taylor, Alpana Desai, Kimberly Pace, Patricia Fagan, Marva Watson, Ron Kamahele and JeNae Christensen

## DAC Members not in Attendance:

Guo Feng, Tina Hudspeth, Kaela Parks, Kevin Dow and Ron McGee

## Guest's in Attendance:

### 1. Welcome

The meeting was called to order.

### 2. Introductions

### 3. Approval of September 9, 2011 Meeting Minutes

- a. Correct the spelling of Willy's name under point 7

Motion to approve minutes by Willy Templeton  
2<sup>nd</sup> by Kimberly Pace

Minutes are approved

### 4. DAC Budget

DAC Budget as of 10 14 11

DAC 2011-2012 Funds	\$20,000.00
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#### Approved Funding Requests

International Food Festival	\$350.00
Passport Series Events	\$585.00
Hispanic Heritage Month	\$1,400.00
Filipino American Heritage Month	\$1,700.00

Balance

\$15,965.00

## 5. Review: Funding Requests

### a. 2011 Alaska Native/Native American Heritage Month: Dr. Maria Williams, Director Alaska Native Studies

#### OVERVIEW:

The University of Alaska Anchorage has a long standing tradition of celebrating the rich heritage and culture of Alaska Natives and Native Americans. A UAA planning committee convened to plan programs/events to commemorate Alaska Native /Native American Heritage Month.

Move to discussion by Kimberly Pace  
2<sup>nd</sup> made by Diane Taylor

Vote:

Yes	7
No	0
Abstain	2

Motion is carried to fund proposal in the amount of \$2,900.00

### b. Families of the World Thailand

#### OVERVIEW:

The purpose of the Families of the World Events are to invite families with children ages 5-12 to learn about the lives of both urban and rural children in another country, in this case Thailand. The event is open to members of both the UAA and Anchorage communities. The event will be hosted by a UAA student from Thailand

Move to discussion by Diane Taylor  
2<sup>nd</sup> made by Willy Templeton

Vote:

Yes	9
No	0
Abstain	0

Motion is carried to fund proposal in the amount of \$270.00

**c. Veteran Awareness Week**

**OVERVIEW:**

The goal of Veterans Awareness Week is to create a supportive environment for the growing population of Veteran and Military Affiliated students. The Financial Aid office, the Bookstore, Military Programs, Student Life and Leadership, UAA Advancement, the Alaska Veterans Organization for Women, the Veterans Center, and the Student Veterans of UAA have all collaborated to arrange a week of events to bring awareness to the UAA Community.

Note: the funding proposal did not have a specific funding amount requested. It was the will of the body that the student club be contacted and the proposal would be submitted for electronic vote when an amount was specified

Submitted for electronic vote on 10/25/2011

Vote:

Yes	10
No	0
Abstain	0

Motion is carried to fund proposal in the amount of \$1000.00

**6. Co-Chairs Remarks: Funding Guidelines**

How can we shift our time to focus on the initiatives the Council wants to focus on and not have the body spends so much time on details of the proposal.

Encourage a representative to come and speak on behalf of the funding request. The council will have an opportunity to meet requestors, and to seek clarification if needed.

Place emphasis on marketing DAC meeting dates to campus community, in an effort to increase awareness of DAC funding for diversity programs/events.

Time is critical and proposal needs to be in front of DAC before the beginning of the event.

There was discussion around having a two-week deadline for submitting a proposal to the Council to be considered. Promote a two-week deadline that still remain flexible comments were made about it being a learning moment for students to meet a deadline consideration for turnover in departments consideration for how an academic calendar is structured. We don't want to stifle the collaboration that is happening campus wide and yet have a standard so that we know the good organization is happening

Action item would be to simplify the application process for a DAC grant. Submitted paragraph or what the proposal is, what the impact would be for the campus and the amount.

Make this as an agenda item for our next meeting discussion will center on electronic voting. Do we need to revise our guidelines and reformatting the submission form?

Discussion around electronic voting process is defined for electronic voting have a deadline for the votes to be made by and allow to more business days for additional discussion before passing a vote

## **7. DAC AY 11/12 Priorities**

- **Design and implement a collaborative and comprehensive Diversity Action Plan for the University of Alaska Anchorage.**
  - **Andre, JeNae and Diane**
    - if we accomplish a diversity action plan it will touch on all the other pieces, it will achieve all the other goals, so it's our Super Goal
    - we need to hire an outside consultant who will help us identify the key stakeholders, administration, faculty, staff, students, alumni, facilities and the community
    - we need to identify who are aspirational institutions are
    - we want to be better than the peer institutions
    - look at what the best practices that work at other campuses
    - we need to identify what we're doing right and build upon those things that we are doing right
    - we need to bring all of the community campuses into the discussion and have buy in
- **Conduct a diversity climate and inclusivity survey of UAA employees and community members.**
- **Support UAA's commitment to attract, recruit and retain a diverse faculty and staff.**
  - **Kimberly, Alpana, Courtney and Ron**
    - Measurement
      - Surveys at the end of events
      - Report of some sort
    - Promote among campus community thinking how to lower barriers to diversity in recruiting.

- Benchmarking
  - Diversity could sponsor or collaborate with others to analyze recruiting data
  - Invite Departments to Diversity Action Council events to ensure awareness
- **Focus with intentionality, DAC's support of diverse campus programming.**
    - **Cynthia, Balogun, Pattie, Willy**
      - Actively collaborate with campus groups:
        - Various Organizations
        - Collectively approach DAC (built around monthly themes "hard-wired"
      - UAA needs traditions set in stone and well publicized
      - "Cultural Shock Week"
      - Training Students
        - Our richest resource
        - "Bottom up" via collaboration
      - best way to leverage our awareness on campus center resources is to utilize the models that we have been using recurring in the different groups and constituencies
      - we would like to try to keep things at a grassroots level and in turn determining intentionality
      - Student leaders of diverse club/groups meeting – teaching the masses and passing the torch.