



# MEETING MINUTES

FRIDAY, SEPTEMBER 16 » 9:00 AM - 10:30 AM  
ENGINEERING & INDUSTRY BUILDING, ROOM 413

VOTING DAC MEMBERS		PRESENT
VC for Student Affairs (Co-Chair)	Bruce Schultz	Y
Native Student Services	Willy Templeton	Y
Multicultural Center & DP Tri-Chair	Andre Thorn	Y
Disability Support Services	Karen Andrews	Y
Club Council	Sarah Holland	Y
USUAA	Alliana Salangui	Y
Staff Council	Ryan J. Hill	Y
Community Campus	Sandy Gravley	N
Faculty Senate	Natasa Masanovic-Courtney	Y
	Don Rearden	Y
Faculty Senate Diversity Committee Co-Chairs	Gabe Garcia	Y
	Jervette Ward	Y
NON-VOTING DAC MEMBERS		PRESENT
Interim AVC for Alaska Natives & Diversity (Ex-Officio, Co-Chair)	Jeane Breinig	N
HRS Director (Ex-Officio)	Ron Kamahele	Y
DP Tri-Chair	Robert Boeckmann	Y
DP Tri-Chair	Maria Williams	Y
OSA Support	Katie Walter	N

## ANNOUNCEMENTS

- G. Garcia: Screening and discussion about the film, *The Mango Bride*, on September 27, 1 - 2:30 pm in the Bookstore. Hosted by Alaskero Partnership Organizers (APO). Topics addressed at the event include the Violence Against Women Act (VAWA), the Filipino diaspora, and the Saving Beverly movement.
- K. Andrews: ASL Night Out: "The Power is Your Hands - Come Tell a Story" on September 23, 6:30 - 8:30 pm in Rasmuson Hall 101. Hosted by the Alaska Deaf Council and Alaska Registry of Interpreters for the Deaf. Enjoy ASL joke and storytellers in celebration of Deaf Awareness Week.
- W. Templeton: Native Student Services is collaborating with the College of Business and Public Policy and the Office of Alaska Natives and Diversity to host the Introduction to Alaska Natives discussion on September 16. Speakers for this Public Square event will feature faculty members Dr. Paul Dunscomb and Dr. Willie Hensley along with Alaska Native community leaders Dr. Emil Notti and Elizabeth Medicine Crow.
- S. Holland: All DAC members welcome to attend Club Council meeting, September 16 at 1 pm in the Student Union South Cafeteria.

2016/2017 BUDGET	
Granted Funding Requests YTD	\$0.00
Current Budget	\$18,000.00

## APPROVAL OF MINUTES

April 2016 Minutes	Yes: 8	No: 0	Abstain: 0
April 2016 minutes approved.			

## VOTING ITEM

Should the DAC reserve \$5,000 for further discussion of allocating funds to the Diversity Action & Inclusion Plan (DP)?	Yes: 0	No: 8	Abstain: 1
The DAC will not reserve \$5,000 for further discussion of allocating funds to the DP; since DP is an initiative from the Chancellor's Office, funding should also be provided by Chancellor's Office. However, D. Rearden suggests and R. Hill agree that the DAC might consider allotting remaining funds at the end of the year - if any exists.			

ACTION ITEMS	RESPONSIBLE
» Join and/or lead subcommittee group	All DAC members
» Collect data on recruitment of diverse faculty/staff advertising methods, applicants, etc.	R. Kamahele
» Organize student focus group within residential community	R. Hill
» Post threads on BlackBoard for discussion items, including DAW funding request, approval of April 2016 minutes and reserving \$5K of funding for DP purposes. Also post threads for voting on same items.	K. Walter
» Discuss and vote on items posted on BlackBoard	All DAC members
» Create BlackBoard site for DP	DP Tri-chairs

**DISCUSSION**

- This year, DAC will focus on developing, assisting and supporting work of Diversity Action & Inclusion Plan (DP); all DAC business items will be run through BlackBoard; DP Tri-chairs will run scheduled meetings for their agenda.
- Should DAC reserve some funds from \$18,000 budget for the work of the DAP? Perhaps set aside \$5,000 for DP efforts?
  - Discussion and voting on this issue put on to BlackBoard; still under discussion.

**DIVERSITY ACTION & INCLUSION PLAN (DP)**

- Tri-chairs (Andre Thorn, Robert Boeckmann, Maria Williams) were appointed by the Chancellor in November 2015 to develop a Diversity Action & Inclusion Plan (DP). They outlined three phases for the UAA DP:
  1. Review of diversity action plans of other institutions (now completed).
  2. In-depth assessment of how university stakeholders perceive the university's strengths in regards to diversity and the challenges that it faces to improve its commitment to diversity and inclusion.
    - » Part of this phase included the Diversity Summit, held in February 2016. Biggest takeaway was the potential inefficiencies due to the one group not knowing what work another group is doing; this is an especially important issue to tackle in this fiscal climate. Another takeaway was the pervasive feeling of vulnerability since many programs are not institutionalized but depend on the passion of certain groups or individuals. The vision of the DP is to make these programs sustainable, interwoven into the fabric of UAA.
    - » Tri-chairs now embarking on series of focus groups; they have created a series of open-ended questions to illicit free-flowing discussions; questions based on Eliot and Associates' Guidelines for Conducting a Focus Group (2005) that includes three stages/types of questions: engagement, exploration and exit.
  3. Careful analysis of the input from university stakeholders and the implications that feedback has for existing university policies and practices and resource commitment.
- DAC is now working committee to take DP through phase two of plan.
- Do the Tri-chairs see the DAC paying a role in implementing the DP forever (as has been done at other universities)?
  - That will be decided later in the process. In studying other universities, have seen different approaches to implementation, including a Dean of Diversity. Since the DP is a organic process, how the DP is implemented is still to be determined. Once the DP is implemented, some group or individual will need to measure and analyze the efforts made towards the stated goals and then put pressure on the person(s) who can change university processes. DAC has a natural role of looking at data and efforts and then advising the Chancellor but this may be perhaps a premature recommendation to have the DAC step into this later role.
- Suggested subcommittees for phase two work:
  - Recruitment & retention of diverse faculty
  - Recruitment & retention of diverse students
  - Community campuses
  - Disability services
  - City & state organizations - look at ways of encouraging partnerships with these other groups
- Should the subcommittees be focused around the generation of the plan as opposed to focused around issues? For example, could be focused around the following operational tasks: focus group, data analysis, community campus, social media/advertising, asset mapping.
- DP Tri-chairs need DAC members help with facilitating and processing info from focus groups; DAC members are invited to create their own focus group as well. Hope to have at least 2-3 facilitators at each focus group.
- R. Kamahela: Regarding recruiting diverse faculty & staff, can get numbers of diverse advertising efforts, applicants, etc.
- Do we have access to student data to support this work?
  - Yes, Erin Holmes in Institutional Research is a great resource.
- What is the best way to get input from students for these focus groups?
  - S. Holland: Free food/pizza always a good incentive. Better publicity and advertising with students needed.
  - Need to be really vigilant to be inclusive at focus groups, including having participants identify their preferred pronouns and make sure that accessibility needs are anticipated and met (accessibility accommodations need to be added to flier).



## DIVERSITY ACTION & INCLUSION PLAN (DP), CONT'D

- Is the campus climate survey going to be a goal of the DP or something that has already been done?
  - The campus climate survey will be conducted a year into the implementation of the DP. Currently, Tri-chairs taking the pulse of the campus but not conducting thoroughly developed assessment such as the campus climate survey.
- Are the Tri-chairs planning on doing a survey at the beginning, middle and end of this process?
  - No, currently not part o the plan. However, for example, Portland State annually reviewed its goals; we need a similar time frame.
- DP Tri-chairs will create a separate BlackBoard for DP.
- It would be helpful to get the perspective of the academic departments and programs and asking faculty to engage in this process within their unit.
- Also need an inventory of diversity programs, offices, etc.; a network & mapping of what UAA currently has.

## FUNDING REQUEST

DAW: Ice Cream Social/Movie Night

Requested By:	UAA ASL Club			<ul style="list-style-type: none"> <li>• Purpose to bring more awareness to teh Deaf community by bringing together Deaf, Hard of Hearing, Hearing and people just generally interested in ASL for a fun and informative night out.</li> </ul>
Requested Amt:	\$150.00			
Motion to Approve Amt:	\$150.00			
VOTE:	Yes: 10	No: 0	Abstain: 1	
Motion is approved for \$150.00				
<b>GRANTED THIS MEETING:</b>	<b>\$150.00</b>			
<b>YTD GRANTED FUNDS:</b>	<b>\$150.00</b>			
<b>REMAINING BALANCE:</b>	<b>\$17,850.00</b>			