



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	Johnnie Templeton, Jr.	Y
USUAA	Alliana Salangui	Y
Staff Council	Ryan J. Hill	Y
Community Campus	Sandy Gravley	Y
Faculty Senate	Natasa Masanovic-Courtney	Y
	Don Rearden	N
Faculty Senate Diversity Committee Co-Chairs	Gabe Garcia	Y
	Jervette Ward	N
NON-VOTING DAC MEMBERS		PRESENT
Interim AVC for Alaska Natives & Diversity (Ex-Officio, Co-Chair)	Jeane Breinig	Y
HRS Director (Ex-Officio)	Ron Kamahele	Y
DP Tri-Chair	Robert Boeckmann	Y
DP Tri-Chair	Maria Williams	Y
OSA Support	Katie Walter	Y

2016/2017 BUDGET	
Granted Funding Requests YTD	\$3,920.00
Current Budget	\$14,080.00

APPROVAL OF MINUTES			
November 2016 Minutes	Yes: 9	No: 0	Abstain: 0
November 2016 minutes approved.			

ACTION ITEMS	RESPONSIBLE
» Complete Doodle Poll for January - May 2017 meeting dates and times.	All DAC members

ANNOUNCEMENTS
1. M. Williams: Subcommittee Gathering on December 9, 9:30 - 11:00 am in EIB 215.
2. K. Walter: Student Diversity Awards advertised; deadline for students who would like to apply is Friday, December 9.

DISCUSSION
<ol style="list-style-type: none"> 1. Diversity Action & Inclusion Plan Tri-Chairs Report: Update on Focus Groups <ol style="list-style-type: none"> a. Any additional focus groups scheduled? <ol style="list-style-type: none"> i. 250 people participated in focus groups so far ii. Send one-page update on BlackBoard b. Spring time line for the Plan <ol style="list-style-type: none"> i. All subcommittee gathering data and focus groups, assessments complete by Feb. 15 ii. Gives time to write something up by mid-March - spring break iii. Tri-chairs meet with each subcommittee to help formulate reporting beginning in spring semester c. Self Study/2020/Diversity Action Plan - Integration discussion 2. Subcommittee Reports: <ol style="list-style-type: none"> a. Alaska Native Subcommittee <ol style="list-style-type: none"> i. Leads: Willy Templeton, Dr. Beth Leonard and Dr. Jordan Lewis ii. Members: Dalee Sambo Dorrough, Sharon Lind (faculty members) iii. Concerns throughout scoping, too much information; enough open forums had been held so looking through notes. iv. Parameters about document, planning 4 pages: making assumption that institution wants diversity but wants road map; laying out benchmarks, short-term, 2-5 years, 6 and above. v. Ideas - have five difference focuses - research, retention committees - is this an "old-boy" system so do we need to think about whether to update this (this is a SW committee, though).

**DISCUSSION**

- vi. Draft outline and asking for feedback; split between staff/faculty and students
- vii. Next meeting in January
- viii. Response from Tri-Chairs: please don't short-change your recommendations; broad and dramatic recommendations, don't limit yourself to just four pages.
- b. Alumni Relations Subcommittee
 - i. Lead: Rachel Morse
 - ii. Members: None so far, need DAC member on this subcommittee
- c. Community Campuses Subcommittee
 - i. Lead: Sandy Gravely
 - ii. Members: Diane Taylor (KPC), Libby Eufemio (Kodiak), Ana Hinkle (PWSC)
 - iii. Met, trying to get something on paper.
 - iv. Rest of team anxious to know if planning a visit and when?
 - v. Can teleconference into regular standing meetings - Tues at 10am, Thurs at 8 am
- d. Community Subcommittee
 - i. Lead: Andre Thorn
 - ii. Members: Willy Templeton, Laura Wolf
 - iii. Met Tuesday morning and had a great meeting; community focus group next Thursday, Dec. 8 at noon in LIB 307.
- e. Disability Support Services Subcommittee
 - i. Lead: Karen Andrews
 - ii. Met and talked about what direction wanted to take; one thing doing is developing transcript from our myth busters panel that had - great information to work through.
 - iii. 5 question survey who are registered and active with DSS.
 - iv. Debate about whether to have focus group, won't be until next week.
- f. Human Resources Data Subcommittee
 - i. Lead: Ron Kamahale
 - ii. Preliminary looks for data from 2013-2015
 - a) *Number of total applicants has taken a dive as well as number of postings; applicants per posting dropped off; ethnic diversity - as reported by applicants*
 - b) *One thing to be aware of - sometimes people hidden in the "two or more" category.*
 - c) *Currently, we have two categories - one for "Asian" and one for "Native Hawaiian or Pacific Islander;" at one time, we had those as together but the categories split in 2011. Staff & faculty reporting before that still in group category. Now employees can choose primary category they would like to be identified as.*
 - d) *Incoming new students do ethnic identifiers, Cathy Ewing came up with new list. How fix employees list to make it more accurate?*
 - e) *Now have new employee form; haven't gone out systematically to let people re-identify with categories.*
 - f) *All applicants - regular positions - no temporary, adjunct, student employees, etc.*
 - g) *Interesting to know if correlation between those who chose to not to disclose category and those who chose the "two or more" category.*
 - h) *Need uniformity across students, staff, faculty in categories of ethnic identifiers.*
 - i) *Work SW is doing - would address both populations; but applicant database is different with employee database.*
 - ii) *Question hasn't been resolved is level of granularity; UAA can provide that but won't be reported anywhere else.*
 - iii) *Let's say here in Anchorage, we appreciate Black/African American not helpful to understanding our student population because of Africans here; global category helpful for SW but for purpose of reporting we aggregate it out for our purposes.*
 - iv) *We can have as many race codes as like and then SW collapses it down.*
 - v) *We can have more granularity for students but only degree-seeking but then have information in one department.*
 - vi) *Not things you can update in UA online.*



FUNDING REQUESTS

Passion Conference 2017

Requested By:	Mosaic Campus Ministry Group		
Requested Amt:	\$1,200.00	Passion conference exists to see a generation leverage their lives for what matters most. This three-day conference is an opportunity to help students from UAA grow and strengthen one another as leaders.	
Motion to Approve Amt:	\$1,200.00		
VOTE: Yes: 3	No: 6		
Motion is not approved.		Member Discussion: <ol style="list-style-type: none"> a. Concern that group didn't establish what and how going to bring what learn back to campus in a substantial way. b. Understand Passion Conference to be a thoroughly diverse experience with a global focus; don't have problem making \$250 investment because leadership training students will learn and bring back. c. In member's experience sitting on Student Travel Board at UAA, the board never paid for housing or rentals, only airfare and conference; never food; willing to vote for airfare but not other parts. d. DAC has granted funding for events involving travel but those included a clear plan of how going to bring it back to UAA e. Motion to cover conference cost at \$626; seconded; failed to pass. f. Question called for vote on \$1,200; seconded; failed to pass. g. DAC should consider its guidelines regarding travel and make it more clear. 	