

UAA Diversity Action Council Meeting Minutes

Friday, October 11, 2013

9:00 a.m. to 10:30 a.m.

Student Union, Lyla Richards, Room 103

DAC Members in Attendance:

Bruce Schultz, Marva Watson, Willy Templeton, Andre Thorn, Karen Haddock, Anel Quiroz, Ruddy Abam, Jamey Cordery, Carey Brown, Robyn Gallacher, Elizabeth Sierra, Don Rearden, Natasa Masanovic, E.J. David, Paul Landen, Ron Kamahela, and Katie Alley

DAC Members not in Attendance:

Jon Deisher

Guests in Attendance:

Sheila Randazzo, Transition Advisor for Native Student Services

Kyle Worl, Co-Chair of the Native Student Council

1. Welcome & Introductions

The meeting was called to order by M. Watson.

2. DAC Budget Update

Current budget balance is \$18,850. The carry forward from last year is forthcoming.

3. Funding Requests

- UAA's 2013 Celebration of Alaska Native/Native American Heritage Month
Requested by: Alaska Native Studies and UAA OCDC on behalf the 2013 UAA Alaska Native/Native American Heritage Month Planning Committee.
Purpose: Providing a series of programs, events, and activities during November 2013 to celebrate and educate the community about the rich cultures and traditions of Indigenous Peoples.
Relates to Diversity Goals: Provides UAA campus and surrounding community with opportunities to engage in dialogues and participate in activities which focus on Alaska's first peoples, cultures, values and traditions.
Discussion:
 - Guests S. Randazzo and K. Worl: Since UAA is one of the leaders in the community, needs to be good role model by holding celebratory and educational events for this nationally recognized month.
 - K. Haddock: Is institution funding NCBI Social Inclusion & Equity Workshop event on Nov. 8?
 - M. Watson: OCDC donated \$500 towards this, since it aligns with OCDC goals.*Move to fund:* A. Thorn
2nd motion: P. Landen
Vote: Yes: 14; No: 0; Abstain: 2
Motion is carried to fund proposal in the amount of \$2500.00.
- Veterans Day Recognition Events at Mat-Su College
Requested by: Mat-Su College Veterans Services
Purpose: To recognize UAA veteran students and local area veterans for their service to our country and community and to educate and inform about the Veterans Day holiday as well as the diversity of our past and present military.
Relates to Diversity Goals: Acknowledges, nurtures, and promotes respect of veterans who are, by virtue of their unique but collaborative experiences, a cultural group.

Discussion:

- M. Watson: Must acknowledge that Mat-Su College Veterans Services has come to the DAC for the past 2-3 years to request support in honoring military members. Has community support from Wasilla and Colony High Schools.

Move to fund: A. Thorn

2nd motion: W. Templeton

Vote: Yes: 15; No: 0; Abstain: 1

Motion is carried to fund proposal in the amount of \$410.00.

4. Review of diversity data points and perceptions

- *UAA Student Profile Quiz:* B. Schultz facilitated quiz for DAC members to consider how well members know the demographics of the UAA student population. The questions came from the Multiculturalism, Diversity and Inclusivity Survey Findings, a survey in which 1100 UAA students participated in Winter 2010; for the full survey, see: <http://www.uaa.alaska.edu/studentaffairs/assessment/upload/Diversity-and-Inclusivity-Student-Survey-Report-5.pdf>.
B. Schultz also highlighted the following findings:
 1. 92% degree seeking students & 96% non-degree seeking students AGREE that UAA's campus is diverse.
 2. 25% degree seeking & 28% non-degree seeking students AGREE that they are tired of hearing about diversity.
 3. 13% of students STRONGLY DISAGREE or DISAGREE that they are personally adding to diversity on the UAA campus.
- *UAA Faculty & Staff Insight Survey:* M. Watson shared highlights from this survey, conducted in winter 2012. For the full survey report, see: <http://www.uaa.alaska.edu/accreditation/insightsurvey.cfm>.
M. Watson highlighted responses to questions 45, 65 & 66, which pertain to diversity and were put forward by the DAC, and she pointed out that as DAC engages its priorities, it's important to have a pulse of what the campus thinks.

5. Facilitated Conversations

i) Considering the state of diversity and multiculturalism at UAA, what are our greatest points of pride?

D. Rearden facilitated; created talking circle where each participant answered the following question: "What would you say to a relative of yours who was considering going or working at UAA?"

- E.J. David: Uniqueness
- A. Quiroz: Good mix, multiple places to plug in
- A. Thorn: Beauty of UAA is that encompasses geographic/age/socio-economic/sexuality/gender diversity; come with an open mind and you'll be exposed to diversity that doesn't exist in other universities.
- P. Landen: KPC is far from perfect but getting better with more diverse staff and becoming more committed to diversity.
- N. Masanovic: In the ten years since she started teaching at UAA, she has seen great progress in approaching diversity and more embraced as an international faculty member. Must be actively engaged if you want things to change.
- C. Brown: Appreciates distinguishing between multiculturalism and diversity; UAA is a growing institution with a lot of room and opportunities for improvement.
- M. Watson: Coming to a welcoming place where you can be proud of your social identity; not perfect and need you to come here to make a difference.
- B. Schultz: UAA is special because faculty & staff give consideration to diversity.
- R. Abam: From her perspective as a student, she went to a school in the Lower 48 and didn't find much diversity; it was good to come back to UAA where there is diversity. UAA feels like family

with many stopping to ask how family and friends were doing after the death of her brother, Mabil, last April.

- R. Gallacher: UAA creates sense of being home and within a family; whatever your socio-economic status, rural/urban background, etc., you find people who care.
- W. Templeton: As Alaska Community College, UAA had great age diversity and wealth of life experience from older students; now with its move to replicate more traditional universities, UAA is losing something.
- J. Cordery: If speaking to adults her age, would say it's the place for you, there's a lot to learn from young people and to pass on. Learning from her daughter's experience, she would say there is a lot of work to be done regarding how students fit into the field of study they chose.
- K. Haddock: UAA assists students in looking at people from 3-D perspective instead of automatically drawing conclusions; learn what need to change about self instead of just needing to change the world.
- R. Kamahele: UAA is a fairly young institution and can be proud of its evolving ability to engage everybody with what's going on on campus as well as its evolving practices of bringing in all points of view and backgrounds.
- E. Sierra: When first started teaching in Alaska, mainly concerned with how she would be accepted as a Latina and first-generation college graduate; instead, found support from other faculty members who were very willing to engage in faculty development.

iii) If you could change two things at UAA relative to diversity and multiculturalism, what would they be?

B. Schultz facilitated; asked everyone to write two down and then place each under one of the four DAC priority statements.

- E. Sierra: 1) Pay & benefits not competitive enough to attract diverse faculty.
2) Need to increase and sustain diversity for extended campuses.
- E.J. David: 1) Improve our understanding of power dynamics between groups.
2) Modernize our understanding of different kind of "isms": how they look different from those of the past, how they are more subtle but not less detrimental.
- R. Kamahele: 1) Increase branding of diversity to attract diverse faculty.
- N. Masanovic: 1) UAA needs to acknowledge many more groups; diversity should be emphasized more & more as part of being at UAA.
2) Develop actively engaged faculty with more faculty attending sponsored events.
- R. Abam: 1) Student engagement with diversity issues needs to change from complacency to active engagement.
- C. Brown: 1) Establish outreach council to reflect more of the community.
2) Greater number of academic courses in mandatory ethnic studies.
- R. Gallacher: 1) More outreach at the Kodiak campus to engage the Filipino population in the opportunities that UAA offers.
2) Need Filipino staff who speak Tagalog to support the Filipino student population.
- P. Landen: 1) Community campuses have distinct student bodies, opportunities and strengths; need to be more than an afterthought within UAA.
- A. Thorn: 1) UAA has rich diversity within student profile; that should be reflected in faculty.
- D. Rearden: 1) Need programs built in to have more diverse faculty.
2) Need better help for rural & transitioning students who are coming into the strange power structure of the academic world.
- R. Kamahele: 2) No exceptions to competitive searches for tenure-track positions.
- J. Cordery: 1) Focus on diversity needs to include taking different cultures and teaching them how to work together.
- B. Schultz: 1) Greater insulation from Alaska political pressure that challenges freedom of ideas relative to diversity & multiculturalism.
2) Institution must do more to improve academic success rates for students of color.
- M. Watson: 1) Diversity officers and dedicated resources in every unit within the institution.
2) Replication of ANSEP model in academics.

6. Aligning Needs with Priorities

Due to a lack of time, this agenda item became the goal of the next meeting on November 8. DAC members will receive a compilation of the needs that members wrote down and aligned with DAC priorities.

7. Future Meetings

DAC meetings for the academic year will be held in the Lyla Richards Room from 9 – 10:30 am on the following days:

- November 8, 2013
- December 13, 2013
- January 10, 2014
- February 14, 2014
- March 14, 2014
- April 11, 2014
- May 9, 2014

8. Announcements

- A. Thorn: Diversity Student Award will launch with a December 2, 2013 deadline.
- R. Gallacher: Question for DAC members: contact for coaching with Filipino student?
- M. Watson: Thank you to Pam Cravez, Hiroko Harada and Ron Kamahale for leading NCBI Student Social Inclusion & Equity Workshop on October 12, 2013.