

UAA Diversity Action Council Meeting Minutes

Friday, November 8, 2013

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

Student Union, Lyla Richards, Room 103

DAC Members in Attendance:

Bruce Schultz, Marva Watson, Sheila Randazzo (for Willy Templeton), Andre Thorn, Karen Haddock (for Jon Deisher), Anel Quiroz, Ruddy Abam, Jamey Cordery, Carey Brown, Elizabeth Sierra, Don Rearden, Natasa Masanovic, E.J. David, Paul Landen, and Katie Alley

DAC Members not in Attendance:

Willy Templeton, Jon Deisher, Robyn Gallacher, Ron Kamahele

Guests in Attendance:

Tamah Haynes

1. Welcome

The meeting was called to order by M. Watson.

2. DAC 2013/2014 Budget Update

Current budget balance is \$15,940.

3. Approval of September & October Minutes

Move to approve: D. Rearden

2nd motion: J. Cordery

4. FY14 DAC Priorities Conversation

ii) Conversely, relative to diversity and multiculturalism, what do you identify as the three largest conditions at UAA holding us back from having many more points of pride?

K. Haddock facilitated.

Themes:

- Communications & Outreach:
 - Ineffective communications (e.g. listserv problems)
 - Difficult to outreach effectively to students
 - Community campuses out of the loop
 - UAA is richly diverse, need to celebrate & promote this more (e.g. TNL pictures, diversity-related anniversary notifications in G & G)
 - UAA not perceived as welcoming; need to change people's perceptions of how diverse & welcoming UAA is/isn't
- Representation – Power of Voice:
 - Leadership not representative of diverse communities we serve; those that do represent diverse communities are overtaxed
 - Faculty is not representative of diverse communities; need to determine, share conditions & demographics, as well as action plans with UAA community
 - Power of voice/priority lacks clarity, focus and urgency
 - Lack full participation from students; many student boards not representative of diverse communities

- Integration throughout UAA:
 - Narrow/shallow focus on diversity
 - Lack of deep integration of multiculturalism in curriculum & academic processes
- Intentionally sustaining changing these conditions

iv) What do you perceive to be the two greatest consequences if UAA is the same five years from now as it is today, relative to diversity and multiculturalism?

C. Brown & B. Schultz facilitated.

Themes:

- Regression:
 - Feeling that community has that UAA is not welcoming will become true
 - Less representation of diversity in student body, faculty & staff
 - Closed thinking/minds
 - Lose wonderful faculty, staff, students we have now
- Detrimental Progress Forward:
 - Lose competitive advantage of being a university of first choice
 - Underprepared graduates for a global workforce
 - Lack of student success and psychological damage on students as well as the communities they return to
 - State of Alaska and its people stagnate – despair/hopeless
 - Infrastructure – lack of movement will magnify negative impact

DAC members agree unanimously to keep the remaining three priorities established in 2011 and chose which priority workteam(s) to join.

1. Design and implement a collaborative and comprehensive Diversity Action Plan for the University of Alaska Anchorage.
 - Paul Landen
 - Elizabeth Sierra
 - Anel Quiroz
 - Jon Deisher (Karen Haddock)
2. Support UAA's commitment to attract, recruit and retain a diverse faculty and staff.
 - E.J. David
 - Andre Thorn
 - Don Rearden
 - Willy Templeton (Sheila Randazzo)
 - Jamey Cordery
3. Focus with internationality, DAC's support of diverse campus programming.
 - Carey Brown
 - Natasa Masanovic
 - E.J. David
 - Andre Thorn
 - Ruddy Abam

5. Joint Meeting with Faculty Senate

January 17, 3:00pm – location TBD

6. Future Meetings

DAC Meetings for the academic year will be held in the Lyla Richards Room from 9:00 to 10:30 am on the following days:

- December 13, 2013
- January 10, 2014
- February 14, 2014
- March 21, 2014 – Changed from March 14 since campus is closed that day
- April 11, 2014
- May 9, 2014

7. Announcements

- R. Abam: Received position with legislature – moving to Juneau for six months beginning January 2014
- S. Randazzo: Native Heritage Month kickoff successful
- A. Thorn: Diversity Student Award launching; give feedback to him regarding poster, etc.
- K. Haddock: Anything planned for UAA 60th Anniversary? DAC should weigh in on that event
- A. Quiroz: DAC Funding Request form needs to be revised to include where to submit form
- J. Cordery: School of Nursing Graduation Ceremony on December 13, 4 – 5pm @ Wendy Williamson Auditorium
- A. Thorn: Multicultural Center Graduation Ceremony on December 14, noon @ Hilton Hotel