

UAA Diversity Action Council Meeting Minutes

Friday, April 13th, 2012 – 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, Courtney Brooks Smith, Alpani Desai, Tina Hudspeth, Diane Taylor, Ron McGee, Patricia Fagan, Kimberly Pace, Marva Watson, and JeNae Christensen

DAC Members not in Attendance:

Willy Templeton, Cynthia Abam, Balogun Bishop, Andre Thorn and Ron Kamahela

Guest's in Attendance:

1. Welcome

The meeting was called to order.

2. Introductions

3. Approval of February 9th, 2011 Meeting Minutes

Motion to approve minutes by Diane Taylor
2nd by Ron McGee

Minutes are approved

4. Reviewed Recap for March 9, 2012 Unofficial Meeting

5. DAC Budget

DAC Budget as of 4 13 2012

DAC 2011-2012 Funds	\$20,000.00
Carry forward 2010-2011	\$3,470.00
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	\$23,470.00

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
Veterans Awareness Week	\$1,000.00
Alaska Native/ Native American Heritage Month	\$2,873.00
UAA 2012 Alaska Civil Rights Month	\$2,404.00
2012 Black History Month Program and Events	\$4,009.00
Passport Series Events - Spring	\$585.00
Families of the World Brazil	\$270.00
Irish and African Roots of American Music	\$1,000.00
11th Annual Chili-Challenge and Auction	\$837.00
Dallas Goldtooth Film Making Visit	\$3,000.00
KPC Open Mic Night	\$1,000.00
TOTAL	<u>\$21,013.00</u>
Available Balance	\$2,457.00

6. Review: Funding Requests

OVERVIEW:

a. Shirts for Representation in Alaska Pride Parade

The Family would like to purchase shirts for students to wear throughout Alaska PrideFest in June and particularly during the Pride Parade happening on 6/9/12 as a part of The Family's presence in the Pride Parade. Having uniform shirts would emphasize the presence of the Family both on campus and in the community. It is the experience of many club members that rather than outright discrimination being present on campus (not to deny that it exists), it seems more that issues relating to gender identity and sexual orientation are "invisibilized" or made a taboo topic on campus. Failing to acknowledge a segment of our student population does not make that segment disappear, and for Family Members and Allies to be able to wear these shirts would help show that there are resources and individuals on our campus that are willing to support our LGBTQ students, contributing to a more inclusive, more informed, and hopefully safer campus environment where students can express pride in their identity.

Move to discussion by Ron McGee
2nd made by Kimberley Pace

Vote:

Yes	9
No	0
Abstain	0

Motion is carried to fund proposal in the amount of \$475.00

7. Work Group Discussions on DAC AY 11/12 Priorities:

1. **Design and implement a collaborative and comprehensive Diversity Action Plan for the University of Alaska Anchorage.**
 - a. A draft "Call to Action" was submitted for committee review and input by Diane Taylor, the sub-committees co-chair. Several suggestions were made with the intent of fine-tuning the draft. DAC Co-chairs will review content discuss with Faculty Senate Diversity Committee leadership and finalize for submittal to Chancellor Case for review. The draft "Call to Action" covers the vision, need, purpose, approach, and timeline.
 - b.
2. **Conduct a diversity climate and inclusivity survey of UAA employees and community members.**

DESIGN AND IMPLEMENT A FACULTY & STAFF CLIMATE SURVEY	
DAC PROJECT: DESIGN AND IMPLEMENT A FACULTY AND STAFF SURVEY CO-TEAM LEAD: <u>RON MCGEE AND ANDRE THORN</u>	
Team Members	Marva Watson
PREPARING THE PROJECT	
Outcome /Purpose Statements	<ol style="list-style-type: none"> 1. Review of previous survey reports (Students, Faculty and Staff, Community, etc.) 2. Careful alignment with UAA's Strategic priorities and UAA Accreditation 3. Plan must be supported by the Chancellor's Cabinet. (Identification and involvement from representatives of relevant faculty and staff governance councils. <p>Project Team Update:</p> <p>UAA formed a committee to lead an institutional survey, extending to the entire campus community. The DAC project team is working with a UAA committee member to explore potential of integrating key questions into the survey, specific to diversity, equity and inclusion in alignment with the DAC priority goal/outcome.</p>
UNIVERSITY OF ALASKA ANCHORAGE	

3. Focus with intentionality, DAC's support of diverse campus programming.

FOCUS WITH INTENTIONALITY, DAC'S SUPPORT OF DIVERSE CAMPUS PROGRAMMING

DAC PROJECT: RAISING AWARENESS, SHAPPING EXPECTATIONS, & PROVIDING RESOURCES
TEAM LEAD: _____

Team Members	Cynthia Abam Willy Templeton Balogun Bishop Patricia Fagan Tina Hudspeth
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PREPARING THE PROJECT

Outcome /Purpose Statements	<ol style="list-style-type: none"> 1. Inspire more participation and community stewardship 2. Increase active participation of diverse groups in campus programs 3. Actively collaborate with campus groups
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- a. A sample brochure and revamped funding request form were presented for input and review. The brochure will focus on the following topics: What is the purpose of the Diversity Action Council? Some of the projects the Diversity Action Council has funded during the Academic Year, and How does my project request funding?

[UAA Logo]

**UAA Diversity Action Council
Funding Request Form**

I. SOLICITANT INFORMATION

Please select your **UAA Affiliation** and the Capacity in which you are serving for the purposes of this proposal:

STUDENT

Name Phone E-mail

Capacity:

Mentee

Member of Club/Organization

Event Organizer (If not, please identify chief organizer.)

STAFF MEMBER

Name Phone E-mail

Capacity:

Mentor

Organization Representative

Event Organizer (If not, please identify chief organizer.)

FACULTY MEMBER/DEPARTMENT

Name Phone E-mail

Capacity:

Mentor

Club Advisor

Organization Representative

Event Organizer (If not, please identify chief organizer.)

ADMINISTRATOR

Name Phone E-mail

Capacity:

Mentor

Club Advisor

Organization Representative

Event Organizer (If not, please identify chief organizer.)

II. EVENT/PROJECT

TITLE: _____

DATE and LOCATION: _____

Projected NUMBER of ATTENDEES and REPRESENTATIVE populations:

Please describe the OVERARCHING GOAL of your event.

How is this activity PERTINENT to an **academic program**, a **campus club**, or a **campus/community organization**? What LEADERS or REPRESENTATIVES of these particular groups are INVOLVED in your proposed project and to what capacity?

Please identify and detail how your proposal ALIGNS with two (2) or more components of the **UAA Diversity Mission Statement**, **UAA Strategic Plan 2017**, and/or the **UAA International and Intercultural Learning Outcomes**.
(See accompanying DAC brochure for guidelines.)

Describe the intended level of ACTIVE ENGAGEMENT of attendees in your proposed event.

Describe DEMONSTRABLE KNOWLEDGE or SKILLS that you—as organizers—and your event attendees—as participants—will have GAINED from the proposed. How will this knowledge or skill set IMPROVE the QUALITY OF CAMPUS and/or COMMUNITY LIFE?

III. ADVERTISING

Please select all that apply:

- Green and Gold*
- KRUA Radio Station
- DAC List Serve
- Student Clubs and Greek Life: *This Week's Opportunities*
- UAA Website Pages (Please identify.)
- Other (Please specify.)

Americans with Disability Act: (See accompanying DAC brochure for guidelines.)

Specify advertising methods employed in publicizing adherence to Americans with Disability Act Accommodations and Accessibility.

Procedure: _____

Timeline: _____
 Estimated Cost: _____

IV. BUDGET WORKSHEET

TOTAL COST of EVENT: _____

ORIGIN of PRIMARY FUNDING: (Note that DAC only offers up to 50% matching funds; full details are included in DAC brochure and guidelines.)

COST of ATTENDANCE to the EVENT: _____
 (See DAC brochure for admission cost guidelines.)

[Remainder of DAC BUDGET WORKSHEET—*status quo*.]

4. Support UAA’s Commitment to Attract, Recruit and Retain a Diverse Faculty and Staff

SUPPORT UAA'S COMMITMENT TO ATTRACT, RECRUIT AND RETAIN A DIVERSE FACULTY AND STAFF				
DAC PROJECT: GUIDE "TOOL KIT"				
TEAM LEAD: RON KAMAHELE				
		TEAM MEMBER	TARGET DATE	COMPLETED
Team Members	Ron Kamahele Kimberly Pace Alpana Desai Courtney Brook Smith			<input type="checkbox"/>
Best Practices for Faculty & Staff Recruitment	1. Composing the Search Committee 2. Developing Position Description 3. Widespread Advertising 4. Inclusive Recruitment 5. Proactive Informational Outreach 6. Best Practices for Selection 7. a. Faculty 8. b. Staff 9. Monitoring the Selection Process			<input type="checkbox"/>

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8. DAC Membership Terms

- a. DAC has two Faculty Senate appointments and the Office of International Affairs appointment expiring this academic year.

9. Informational Items

