



## Faculty Senate Diversity Committee August Report

Attendance at the meeting held August 21st, 2020 1-3pm via Zoom.

### 2019-2012 Co-Chairs

P	Erin Hicks, Physics & Astronomy	P	Thomas Chung, Fine Arts
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### 2019-2020 Members

P	Carrie Aldrich, Writing	P	Emily Madsen, English
P	Sigrid Brudie, Library	P	Amana Mbise, Social Work
P	Yvonne Chase, Human Services	P	Jennifer McCurdy, Philosophy
P	Tzu-Chiao Chen	E	Vanessa Meade, Social Work
P	Herminia Din, Arts	P	Virginia Miller, Health Sciences
P	Gabriel Garcia, Health Sciences	P	Anita Moore-Nall, Health Sciences
E	Songho Ha, History	E	Paul Ongtooguk, Alaska Native Studies Director
E	Annette Hornung, English	P	Kimberly Pace, Political Studies and Women's Studies
P	Ryan Harrod, Anthropology	E	Evan Shenkin, Sociology
P	Wei-Ying Hsiao, Education	E	Annie Ping Zeng, Languages
P	Seta Kabranian-Melkonian, Human Services	P	Jennifer Booz, Chief Diversity Officer, ex-officio
		E	Amber Christensen Fullmer, Director of NSS, ex-officio

P= Present; A= Absent; E= Excused



# UNIVERSITY of ALASKA ANCHORAGE

Faculty Senate Diversity Committee  
3211 Providence Drive, Anchorage Alaska 99508  
Prof. Thomas Chung & Prof. Erin K. S. Hicks, Co-Chairs

- I. Welcome and introductions: Aspirations for UAA cultural climate/What is UAA succeeding at in terms of DEI work?

*Quorum reached with 18 members attending via Zoom.*

- II. Introduce new CDO Jennifer Booz

*Jennifer was introduced and shared that her priority will be continuing to implement the DAC Action Plan as well as focus on retention of minority faculty members.*

- III. Review Purpose & Mission of FSDC

*Both the revised FSDC Mission Statement and the UAA Diversity Statement were reviewed by the group.*

- IV. Discuss last year's goals and accomplishments

*Erin reviewed the accomplishments of FSDC from AY 19-20 such as the creation of a Multicultural Fellowship Handbook, the implementation of the D&I GER requirement and successes with web presence and the Diversity Database.*

- V. Diversity Action Council update (Erin; [DAC Resolution Regarding Recruitment and Retention of Under-represented Students](#))

*Erin presented an update regarding the DAC Resolution Regarding Recruitment and Retention of Under-represented students, and recommendations being developed by the Accreditation Advisory Committee's Student Achievement Metrics Working Group.*

- VI. UAA Strategic Planning and Diversity, Equity & Inclusion Lens (Erin; [FSDC Feedback on Strategic Planning Report](#))

*Erin shared news that the UAA 2025 Strategic Planning committee is discussing integrating diversity, equity, and inclusion into the plan through a process similar to the Equity Lens that FSDC discussed, and suggested for the process, last year.*

- VII. Initial discussion on AY 2020-2021 goals (to be finalized in September)

Potential topics include:

- a. D&I GER expansion of course list to include upper division

*Fall rollout of D&I GER successfully implemented this semester. Discussion regarding expanding the list of D&I courses raised concerns for course instability and change during current University strain and transition.*



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- b. Increased awareness of diversity initiatives and activities on campus
    - i. [FSDC Website](#)

*CDO Jennifer Booz volunteered for her office to take on the responsibility of updating and maintaining FSDC website.*
    - ii. Diversity Database

*Gabe Garcia explained that the Diversity Database could be promoted at the departmental level to ensure better participation in the future.*
    - iii. Multicultural Pre-Professoriate Fellowship Program website
  - c. Multicultural Fellowship program
  - d. Diversity Dialogues

*Jenny McCurdy voiced the potential collaboration of FSDC with a local Interfaith Organization focusing on racism/colonialism as it relates to religion.*
  - e. Identifying support needed to improve faculty retention.

*The group discussed movement occurring outside of FSDC at the college level toward including DEI in the promotion and tenure process. Tom suggested the encouragement of mandatory Title 7 Training to support faculty experiencing racial/gender based ignorance from the community.*
  - f. Resources for faculty relating to issues of race and social inequity

*An informal list of current UAA responses and resources related to current events was provided by CAFE and shared with the group.*
- VIII. Leadership for 2019-2020 (official vote during Sept. meeting)
- Tom Chung and Erin Hicks have both volunteered to serve in leadership roles. Others interested in participating in a leadership role are encouraged to put their name forward for consideration.*
- IX. Send your bio and picture for posting on [FSDC website](#)
- All update for the FSDC website bios should be sent to Emily Madsen: [emadsen6@alaska.edu](mailto:emadsen6@alaska.edu)*
- X. 2020-2021 Meeting Schedule: 3rd Friday of the month, 3-4:30pm  
Next meeting September 18th via Zoom
- XI. Announcements
- a. Faculty resources offered via CAFE
  - b. [D&IAP 2020 Update](#)