



**Faculty Senate Diversity Committee October Report**

Attendance at meeting held November 14, 2019 3-4:30pm in ADM 102.

**2019-2012 Co-Chairs**

|   |                                 |   |                                           |
|---|---------------------------------|---|-------------------------------------------|
| P | Erin Hicks, Physics & Astronomy | R | Amber Christensen Fullmer, Human Services |
|---|---------------------------------|---|-------------------------------------------|

**2019-2020 Members**

|   |                                 |   |                                                      |
|---|---------------------------------|---|------------------------------------------------------|
| P | Carrie Aldrich, Writing         | P | Emily Madsen, English                                |
| P | Sigrid Brudie, Library          | E | Amana Mbise, Social Work                             |
| E | Yvonne Chase, Human Services    | P | Jennifer McCurdy, Philosophy                         |
| P | Thomas Chung, Fine Arts         | A | Vanessa Meade, Social Work                           |
| E | Herminia Din, Arts              | R | Virginia Miller, Health Sciences                     |
| P | Gabriel Garcia, Health Sciences | P | Anita Moore-Nall, Health Sciences                    |
| P | Songho Ha, History              | P | Paul Ongtooguk, Alaska Native Studies Director       |
| A | Annette Hornung, English        | A | Kimberly Pace, Political Studies and Women's Studies |
| P | Ryan Harrod, Anthropology       | P | Evan Shenkin, Sociology                              |
| R | Wei-Ying Hsiao, Education       | P | Heidi Senungtuk, Alaska Native Studies               |

P= Present; R = Remote; A= Absent; E= Excused



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3211 Providence Drive, Anchorage Alaska 99508  
Prof. Amber Christensen Fullmer & Prof. Erin K. S. Hicks, Co-Chairs

I. Welcome and roll call

*Minutes approved and seconded; October meeting minutes approved and seconded.*

II. Linguistic Diversity at UAA sessions, update (Carrie)

*Carrie is continuing to make progress on the planned workshops covering the topic of linguistic diversity at UAA, which will be held in partnership with DAC and CAFE. Preliminary plans are for workshops on the relevant foundation and theoretical framework, best practices in relevant pedagogy, and best practices in responding to and assessing works from our linguistically diverse student population to be held in January, February, and March 2020, respectively. It was also discussed that a survey is being prepared to better assess the languages spoken at home by our student population.*

III. DAC update (Erin, Tom)

*DAC held its first meeting last month. Several of the subcommittees are still finalizing their plans for the year, and the discussion of the primary goals for the DAC as a whole was started at this first meeting and will be continued at the next DAC meeting in early December.*

IV. Motion from October meeting regarding diversity & inclusion in program reviews:

Provost's response (Erin)

*A response was received from Interim Provost Stalvey via email that he liked the idea and would take it under advisement. During a brief follow up in-person discussion on the topic Interim Provost Stalvey shared that plans are in place to incorporate diversity and inclusion in program reviews but that this change was not implemented this fall due to the general UA uncertainty.*

*Concern was raised that while faculty know what metrics are in place to evaluate programs based on the questions to be addressed in the program review template, it is not yet clear to faculty what the relative importance or weighting of these metrics is going to be. Erin agreed to bring this concern to the Faculty Senate leadership to*



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*determine if clarity on this issue has been provided and if not to request that this concern be brought to the attention of UAA leadership.*

V. UAA's next institution-wide strategic plan: Chancellor requests feedback by Nov. 27

a. Portland State University's Strategic Plan and equity lens:

<https://www.pdx.edu/president/equity-lens>

*Gabe put a motion forward to provide feedback to the Chancellor regarding the next university wide Strategic Planning process to include a diversity and inclusion lens. Erin will generate a shared document with the recommendation text to be shared with the committee for comment. To be included are UAA's diversity mission statement and reference to Portland State University's equity lens approach. Motion seconded. Motion passed. Update: The FSDC feedback regarding strategic planning, included below, was sent to Chancellor Sandeen on November 22nd.*

VI. Subcommittees: updates & next steps

a. D&I GER: GERA progress (Erin, Amber, Tom)

*The GERA has reviewed the proposed SLOs and course list and advises moving forward with the approval process. The next step will be for FSDC to contact all departments teaching the identified courses to receive their consent to add the relevant course(s) to the initial list of courses approved for the Diversity and Inclusion GER. Consent from departments will be requested by Nov. 27th.*

b. Increased awareness of diversity initiatives and activities on campus

i. FSDC Website (Emily)

*The new FSDC website is now included as a link on the UAA Diversity webpage. The subcommittee is meeting soon to formulate a plan for additional information to be added to the [FSDC website](#).*

ii. Diversity Database (Gabe)

*A total of 155 replies were received with a diverse range of disciplines and career stages represented. Engagement in diversity and inclusion activities include teaching, research/creative activities, and service*



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*activities. Gabe will send a link to the full results to be shared with all committee members. Plans for the Diversity Database include a summary writeup to be shared with leadership at our next meeting and, posting of a searchable database on the FSDC website.*

- c. Multicultural Fellowship program
    - i. Recommendations for on-boarding  
*Subcommittee will be meeting soon.*
  - d. Diversity Dialogues (e.g. expansion of World Kitchen event, culturally responsive pedagogy)  
*Ryan provided contact information for organizers of World Kitchen event. Subcommittee will proceed with contacting them to discuss partnering on an event in Spring 2020. This event may take place in coordination with a larger campus wide event should DAC end up organizing such an event for Spring 2020.*
- VII. Next meeting: December 20th, or wait until January?  
*A poll will be sent out in early December to determine if members will be available for a meeting on December 20th and anticipated attendance and timeline of any urgent business will determine if a meeting will be held.*
- VIII. Announcements
- a. Tom Chung serving as co-chair of Chief Diversity Officer search committee
  - b. UAA Performance Report published and includes discussion of D&IAP progress and highlights Multicultural Fellows.
  - c. Linguistic Diversity at UAA (FSDC partnership with Department of Writing, CAFE, and DAC) - keep an eye out for announcements for sessions in Jan., Feb., and Mar. 2020



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To: Chancellor Cathy Sandeen

From: Faculty Senate Diversity Committee

Date: November 18, 2019

Subject: Feedback on Strategic Planning Report

On November 15 the Faculty Senate Diversity Committee approved a motion to provide feedback to the Chancellor regarding the process for UAA's next institution-wide strategic plan with the recommendation to include a diversity and inclusion "lens".

The Faculty Senate Diversity Committee recommends, as a demonstration of UAA's commitment to diversity and inclusion, that these values be infused throughout each stage of developing our next university-wide strategic plan. As shared with our community in the [UAA Catalog](#), our diversity statement identifies diversity as "integral to excellence":

*UAA recognizes and values the diversity of our unique location in Southcentral Alaska, the ancestral homelands of the Dena'ina Athabascan, Ahtna Athabascan, Alutiiq/Sugpiaq, and Eyak peoples.*

*We honor diverse experiences and perspectives—including differences in ideas, religion, gender, gender identity, sexual orientation, ethnicity, race, culture, nationality, age, disability, veteran and socioeconomic status—and strive to create welcoming and inclusive learning environments where all are treated with respect.*

*At UAA, valuing diversity is integral to excellence. Diversity maximizes our potential for creativity, innovation, educational excellence, and outstanding service to our communities.*

We therefore propose that UAA should ensure that issues of diversity and inclusion are carefully and thoroughly taken into account during the strategic planning process. A potential model for integrating diversity and inclusion into this process would be to implement a "lens" approach as done by Portland State University with their [Strategic Planning Equity Lens](#). In brief, this approach reviews the planning process and output of the plan through a "lens" that considers the inclusivity of the process and what kind of impact the decisions may have on the diverse populations of the university community.



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FSDC is committed to operationalizing this initiative, including assisting with the design and implementation of a lens that will fulfill UAA's diversity statement using best practices and the most current ideas on the subject.

We look forward to discussing opportunities for continuing to promote diversity and inclusion at UAA.

Sincerely,

Amber Christensen Fullmer (FSDC Co-Chair)

Erin K. S. Hicks (FSDC Co-Chair)

## 2019-2020 FSDC Members

Carrie Aldrich, Writing

Sigrud Brudie, Library

Yvonne Chase, Human Services

Amber Christensen Fullmer, Human Services

Thomas Chung, Fine Arts

Herminia Din, Arts

Gabriel Garcia, Population Health Sciences

Songho Ha, History

Annette Hornung, English

Ryan Harrod, Anthropology

Erin Hicks, Physics & Astronomy

Wei-Ying Hsiao, Education

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