Council on Diverse Constituencies Meeting  
Monday, February 22, 2016, 11:00 am-12:00 pm  
Conference room 404, 4th floor Conwell Hall

Attending: Marie Amey-Taylor, COE, Committee on the Status of Faculty of Color; Nilgun Anadolu-Okur, CLA, Committee on the Status of Women; Mary Conran, FSBM, Committee for International Programs; Scott Gratson, SMC, Committee on Faculty LGBTQ Issues; Tricia Jones, SMC and Senate President; Erinn Tucker, STHM, Committee on the Status of Women  
Unable to Attend: Kenneth Thurman, COE, Committee on Faculty Abilities Concerns

Tricia Jones convened the first meeting of the Council on Diverse Constituencies and presided over the meeting.

Outline of first Diversity Symposium:
Highlights of the first event were the guest facilitator from the University of Hawaii. Also in attendance were a number of members of the Board of Trustees and Mayor Michael Nutter gave a presentation. There were also a few performances pieces but the main highlight was the round-robin kiosks where attendees answered questions about diversity and filled out comment cards. There were 4,000+ cards with comments collected. A lot of good data but the information gathered has not been analyzed yet. This was a highly successful event and so would like to do it again.

Intent:
The goal for the next one would be what came out of the first Diversity Symposium so the analysis is important. Amey-Taylor mentioned that there was a research person assigned by VP for Research, Masucci to process the information. Jones stated that Masucci did not assign someone; this was initially going to come from Betsy Leebron’s area but did not work out.

The FSSC and Senate had made the decision last spring to go forward with Diversity 2.0 this year but did not get the budget information in time so decided on fall 2016.

Planning:
We now want to include all the diverse committees. Wants this Council to have more of a voice in the process. Jones is only convening the committee; Council will have discussions and conduct planning for event. Wants all diverse committees and have a planning process for all the committees. Faculty of Color Committee really led the way and did a good job. They are still central but also all of you; all committees represented plus maybe two other committees may be involved. But more is needed in the way of planning and function across all constituencies with an emphasis on carrying an agenda forward.

Order of Business:
1) Elect a chair for committee: Jones is only convener so committee should elect a chair
2) Open your conversation with thoughts for the next symposium
3) Charge for the Council. What other kinds of things would you like to do? What else should Council be doing in addition to the initial charge for the committee (attached).

Introductions:
- Erinn Tucker (STHM), committee on status of women representative
- Scott Gratson (SMC), Committee on Faculty LGBTQ Issues representative
- Nilgun Anadolu-Okur (CLA), Chair of Committee on status of Women
Process:
Each constituent gives a brief outline of his or her committee and its work

Mary Conran, Committee for International Programs:
Everyone else on a committee that represents faculty interests. International Programs is a committee that represents, promotes International Programs for students. It is different from this group. Focus is mainly students
Jones: First symposium had diversity with faculty, staff and students so this committee is relevant in that aspect. LGBTQ would be faculty but also students.
Conran: Study abroad and international students. The student population is increasing abroad. Has had a shortage of funds but it’s now working out. Efforts for student coming in with needs. Offer resources, prepare English, and joining programs; have more graduate students coming in. Brooke Walker is a resource for help. On the export side there has been a shortage of resources but it now everything back to equilibrium and now working on tightening systems. Working with colleges. It is a well-established committee. We also run the Temple Global Conference in November.

Anadolu-Okur: is there a committee or group or committee that represents international faculty? There is not one

Jones: wants to add another part for international faculty for the International Programs committee. There are so many points of intersection for this council. Jones thinks that Anadolu-Okur’s point would be a good idea for the symposium.

Anadolu-Okur: International students concern--students in need of guidance when they arrive, feel more comfortable with international faculty, especially if they’re from that region. Mentorship would be very helpful for those students mentoring program.

This is the real power of this Council, because there is so much intersection between the work.

Work of committees. Faculty, staff and students is the (focus?) of committee, might serve that purpose so even you might want to do something in the symposium that picks that thread up. Great idea.

Marie Amey Taylor, Committee on the Status of Faculty of Color:
Representing two groups, FoC and ACCORD; others for Faculty of Color were not available during this time. Faculty of Color has long history; worked hard to be inclusive of all. In terms of definition of what a person of color is and some of the programming they hope to offer. ACCORD (Academic Center on Research in Diversity) is the brainchild for former Provost Lisa Staino-Coico. Faculty committee who would look into research issues as relates to diversity. Initially as VP for HR [she] was support from an administrative aspect. Has been a diversity practioner for 40+ years; does training, coaching and other support in diversity which is defined as broadly as humanely possible or, to cite a 1927 quote, “a culmination of ways in which we are like all, like some others and like no other.” Cover race, gender, sex
orientation, age, ability, geographical difference, language is ACCORD mission and inclusive. Also very much involved with FOC.

Anadolu-Okur: Do people become members to ACCORD?

Yes, people join. There was an open house recently. They are now affiliated with IDEAL (Institutional Diversity, Equity, Advocacy and Leadership) and now have a home. Has support of Richard Englert and others.

Anadolu-Okur: some of us are unaware of ACCORD; don’t know what they do and don’t think they are able to reach all of us. Would love to be a member. Some in the department don’t know ACCORD.

There is a website (https://sites.temple.edu/researchdiversity/), also open houses and conferences for student and faculty. Hoping for more collaboration.

Jones: one agenda item should be something like this; there are a lot of resources that people don’t know about.

Anadolu-Okur, Committee on the Status of Women:
First meeting, fall 2015; two meetings per semester. First issue was focused on childcare and eldercare around campus. There was a period of inactivity; low membership but was revived. Now there are 12 members who attend regular meetings. The last meeting had 10 attendees. Scheduled to have another meeting in April. Other issues that the committee is considering are mentoring for junior faculty for issues such as merit, or promotion. There are no set rules for this; everyone is on their own to do this. We need a consensus. This will be voluntary; senior professors for junior faculty and those on tracks. It is a good thing to do – offer encouragement. Assist with issues such as, faculty who may be upset about something or have a grievance and just need someone with whom to talk. The feeling of fear needs to be addressed. Also issues of equal pay, promotion, and just gathering ideas. Will have better ideas as of fall 2016 semester.

Scott Gratson, Committee on Faculty LGBTQ Issues:
First meeting of the committee is scheduled for March 7th. Currently gathering information from student groups and others. Will be meeting with staff members next week. Temple University is leagues behind other peer institutions on this issue. LGBTQ students feel burdened. Issues (outline) for the committee will be:

- What is the overall climate on campus concerning LGBTQ on campus? There was a survey in 2011
  - Communication among the groups, and linking the groups together. There is no group on campus that focuses on or deals with LGBTQ concerns.
  - Trying to link faculty, staff and student about the concerns.

Met with the president of Temple Student Government and “Welcome Week” LGBTQ group. There is a group; “OUTLaw” in the Law School which represents the Law School students’ LGBTQ group

The basic goals for the group is

1- more collaboration
2- more information
3- removing much of the student burden
4- finding out to create more sense of inclusion like at other institutions
Tricia Jones - Committee for Faculty Abilities Concerns:

Never had a faculty group to speak to faculty challenges at the university, for instance, access to resources that help to do their job, teaching research. Do not have an individual for faculty. Need to have 508 compliant materials to conduct research. The Senate Executive Committee has been meeting with CIO candidates and has discussed the issues with them. No one is leading the initiative of helping faculty who have these needs. Faculty who have difficulty with assignments, teaching resources and issues that haven’t been looked at. Ken [Thurman] has a group and they will be meeting soon. Also want to note that Eli Goldblatt (CLA) proposed this Council; this was his idea.

Group thanked the Faculty Senate for putting out the call for this group.

Jones: There was no opposing voice, everyone on the FSSC was very supportive as with the symposium; the first vote of the semester was for Diversity 2.0.

Suggestions for Chair of the Committee:

The role of the chair will be: to convene the committee meetings; liaison for the committee and the FSSC

There are six committees so there will be one liaison from each group. Major focus

1) Connection
2) support
3) initiate planning committee for Diversity Symposium 2.0

The Council would also have the ability to expand or alter the committee charge (attached) in negotiation with the FSSC. Council to have monthly or bi-monthly report to the FSSC--prefer monthly. Also give a report at the regular Senate meetings. Committee should convene up to the end of the year. Jones could convene meeting and then you could conduct the committee business.

Conran expressed that is a very busy time to take on more tasks. Jones has agreed to be the convener. There was a question asked about how long is the life span for the committee. This is a permanent committee, not an ad-hoc.

Clarification of Diversity Symposium

Jones: wants the symposium to reflect all diversity throughout the university. Faculty Senate committees led the way in initial planning and ours did most of the heavy lifting in getting it going. Wants it to be representative of all divisions working around the university; the Temple community and administration.

What are the thoughts of this Council? We want that to be heard as we bring in others in the planning process.

Need to consider dates and venue. There was the suggestion that this should be done as soon as possible. One possibility is the Howard Gittis Student Center. This venue is easier to manage and has break out rooms, etc. Perhaps change the date from the fall semester because of holidays, etc. Had planned for Fall 2016 but could change to Spring 2017 if more time is needed. General agreement that Spring 2017 would be best so that there is time to plan, build, and reach out to other groups. Amey-Taylor mentioned that there was some commitment to the Temple Community to do something this
year. There is a workshop on “Microaggressions” scheduled in March. Organized, supported by ACCORD and IDEAL and possibly Faculty of Color and the Blockson Collection and maybe Disability Resources (not sure). Knows that Diversity 2.0 could not happen in Spring 2016 but wants to continue with something to continue the dialogue. Microaggressions is a universal topic.

Jones was not aware of the workshop. This is part of the difficulty in order to get resources from the Provost; letting people know what is going on, what is planned for so everyone knows. Amey-Taylor believes the Provost office knows since IDEAL reports to them. Anadolu-Okur doesn’t know about the symposium; no one received the invitation. Who is arranging this and how can we be a part of it? Amey-Taylor will forward the invitation.

Tucker teaches a Meetings and Conventions class and offered to let the students service the event. Offered the help of the class as a resource to help with logistics and planning.

Perhaps with support we can do the event in the fall.

Jones: the issue is money. She didn’t get the invitation either. Would help to get budgets. Needs to know what’s going on so that we can plan for these things. If the FOC is supporting this, we would like to get word out to the faculty.

Amey-Taylor will make sure everyone gets invitation. Also outlined plan for the group.

Question of how received funding for last event? Jones asked Provost for funding and he gave. Stated he cannot always promise last-minute funding. Needs to be added to winter budget request cycle which is now (for the following year).

February/March: broad outline for symposium and budgetary goal. Last time it was $8,000–small. This time maybe $20,000–$25,000 to do more and bring in more speakers this is on top of regular Faculty Senate budget.

(Noon: CM left meeting, Anadolu-Okur continued notes)
COUNCIL OF DIVERSE CONSTITUENCIES

Charge:

1) Facilitating discussion among faculty committees charged with the special concerns for diverse constituencies in the university community;

2) Making recommendations that enhance faculty’s ability to meaningfully include students who identify with groups who have not been adequately represented on campus; and

3) Providing liaison between the faculty and university offices that provide support for diverse constituencies. The committee would include, but not be limited to, the Committee on Faculty of Women of Color, Committee on the Status of Women, the LGBTQ Committee, the International Programs Committee, and the Ad Hoc Committee on Disabilities Concerns.

Composition:

Membership shall consist of six faculty members who represent appropriate Faculty Senate committees, both ad hoc and standing, to serve three-year terms with initial appointments to be staggered with two one-year terms, two two-year terms and two three-year terms. Initial appointees may be reappointed. No appointee may serve more than two consecutive three-year terms.

(Approved by FS December 4, 2015)