IE Committee Meeting Minutes

10/2/2018

[Google Doc link]

<https://docs.google.com/document/d/1hsqSYISP0Asn7h9Gt07-2V2HYMoYnqzVkuYMT3UNB30/edit?usp=sharing>

Members present: Terry Tumbarello, Kenny Yarbrough, Miao-Ching Liu, Ozalle Toms, Sara Vogt, Jes Cisneros, Lauren Smith, Margaret Wheeler, Kari Borne, Han Ngo, Courtney Luedke, Eric Loepp, Julia Rowehl, Susan Wildermuth, Jess Clayton, Bob Barry

Sunday, Oct. 7 Diversity forum begins

Not many registrations yet, but a lot of phone calls. Hoping like usual, people will just show up.

Program drafts completed today

Meeting with student panelists this week

Mock up for awards rec’v

If helpers can be there by 3:30 on Sunday – would be helpful. Expecting a lot of community members on Sunday.

Keep them engaged and exciting – meet & greet, welcome by Provost, recorded greeting from Chancellor, intro from Drs. Charleston and Yarbrough, video presentation, awards, announcements

Student volunteers helping throughout the forum to set up etc.

Talk back – round tables – soliciting feedback from people at the tables. What should have we done? What done well? What topics missed? (IE Committee volunteers as table captains)

Goal 3 of Strategic Plan (last meeting)

Google drop box (one response)

October 16 – expecting our latest draft

Need to change “cultural fluency” (objective 1)

As a group, how do we understand “cultural fluency?” Do we?

“meaningful engagement”

Cultural competency, cultural literacy? (Miao-Ching)

Lauren Smith: Past climate survey very telling – most excluded groups: students of color (esp. African American students), LGBT students, and class divide. Have we skipped over these populations by going broader in language? Hate to see us go broad that never address previous climate survey and continuing campus issues.

Terry Tumbarello: Is the wording for Goal Three in stone (“diversity and inclusion”)? Nothing about recruitment – in goal 2. Suggest that wording for goal three be more narrow to get at our objectives.

Courtney: Cultural Intelligence framework – wouldn’t recommend. Doesn’t get at domestic issues of diversity. Doesn’t want our issues to get lost in this.

Jess: Diversity Forum theme: “getting comfortable with uncomfortable”—this is what this goal is about. How can we encapsulate this in Objective 1?

Sue: Intercultural Communication Competency – 4 components listed in google doc. (e.g. 1. knowledge of own culture and understand where own biases come from – self reflective; but also knowledge of the other)

Margaret – include something about excitement or inquisitiveness of conversations around difference – changing mindset. How do we get people excited about other cultures, etc.? Bring humor in

Kenny: This is more aspirational. How do we measure this? Remember, these have to be goals we can measure.

Ozalle – are student exit surveys required – about 70-80% response rate. Could we add an entrance survey with similar questions to see pre- post- results?

Have to measure students, faculty and staff – campus-wide

Terry: for students, add to Mapworks?

Jess: NSSE and FSSE – but response rates have been pretty low recently

Lauren: Returning to Sue’s point – is cultural competence less problematic for group?

Courtney – feels it is too akin to Cultural Intelligence. Ahistorical (Jes). Would like it to be more critical

Eric: from social science perspective – verify we are tracking aggregate changes. Yes.

Terry: can we just get rid of buzzwords? “We will increase the understanding, knowledge, respect, and inclusion of the cultural differences of student, staff and faculty”

Courtney: “We will increase the meaningful engagement across identities of our students, staff and faculty.”

Kenny: need to be very careful of conflating diversity with international/globalization. Yes, but also need to recognize the differences with “homegrown” diversity.

Kari: 2008 study – there are a lot of people who stay here over time. What does this look like for staff over time? Hard to picture how lumping together (students, faculty, staff) works

We could increase the number of objectives to divide this out.

Margaret: Likes “awareness” how measure understanding?

Jes: fluidity instead of fluency?

Lauren: lofty goals but need practical

Keep objective 2 as is, but need to figure out how to measure?

Administered diverse learning environment survey in Spring – results can be presented. Jess: a lot of measures in there that can be parlayed into “cultural fluency” measurement. Other upcoming surveys can be utilized as well