

EMSA Diversity Committee (EDC)

Minutes from 4/9/2009 Meeting

By Sara J. Rivera

Updates

Delia hosted Brown Bag series at AAC regarding Diversity hiring/recruitment with Donnie Perkins (office of Institutional Diversity & Equity); there were about 12 pp in attendance and some great ideas were presented as well as questions and discussion.

Unite division-wide EDC training began today, and will continue through August; three trainings per month; need to make sure interpreters are available and requested at least 2 days in advance due to shortage of interpreters and also check UNITE video for close-captioning.

An evaluation (assessment tool) is in place to collect data after each training session.

Future programming

Some departments to consider for Brown Bag events are:

- Scott Quint, ISSI
- Ronne Turner, Admissions
- Michael Sidoti, DRC
- OSCCR (Office of Student Conduct and Conflict Resolution)

Committee would like for the training to eventually be implemented as a university-wide training and HRM new-hire training.

Comments/Questions:

Change, impact, and/or improvement, as a result of the training, could be measured (seen) from climate survey, and incident reports, but could take several years before it is "visible" and for benchmarking.

Unite started as a training program for students/RA, and will continue with the training.

EDC has made significant progress in meeting all of the charges from the AdHoc committee. Does the committee continue? In what form will the work of the EDC continue? Who will continue (members-2year term)? Some suggestions include:

- the possibility of having charter members from required departments such as the different cultural centers, Spiritual Life, Admissions, Athletics, Residential Life, ISSI, to name a few; or
- the creation of an advisory committee to the Office of Institutional Diversity and Equity; or
- ask existing EDC members if they're interest in continuing on the committee; also
- Ask EDC members to recommend/nominate a person in their department to become committee members.

EDC participation should be considered as a Staff Development opportunity. In order for EDC to continue participation and the importance of the committee should be support from upper management/leadership. Diversity is a core component of this institution. EDC should have a budget for food/refreshments, interpreters, etc.