# Culture and Diversity Committee Meeting 2/12/2016

## Present

William Shorter, Shelia Burkhalter, Bill Schnirel, Toni Martsoukos, Karyn Schulz, Melissa Manthorne, Karla Shepherd, Sunni Solomon, Duane Bond, Jan Williams, Patrice Mason, Mary Maher

## Staff Senate meeting-2/8 Review

1. Climate Survey.
   1. We want to choose this carefully and coordinate with other surveys.
   2. trying to avoid survey fatigue
   3. use data that we have already collected
      1. we should find someone to go through the raw data and pull out what pertains to climate and see what we have
      2. Catherine has someone in mind
2. Strategic Plan
   1. Current plan will be enhanced. Anything we want to submit to enhance it will be reviewed.
   2. 2008-2013 strategic plan included a goal for diversity. Committee will review the language from that one and use it to try to enhance the strategic plan.
   3. The new strategic plan will be revised and implemented in 2017.
      1. Timeline for the strategic plan enhancement?
      2. Process unclear at this point – will forward goals and objectives to Catherine.
   4. The 2008-2013 goal 6 addresses diversity with measurable goals and objectives.
3. HR Coming to Committee Meeting
   1. will continue the previous conversation
   2. will review the student concerns
   3. discussion of hiring practices

## Strategic Plan update

Discussed 2/5/2016.

## Website update

We talked about having a video on the home page. UR suggested using scrollable student testimonials/gallery with students answering the question, “What does diversity mean to you?”

Current stock photos on our website do not represent what our student body looks like.

Suggestion to invite UR to our next meeting to discuss this further.

* We can bring more examples of other school websites who take a more forthright approach to addressing diversity.
* Plenty of schools link diversity pages directly to their Admissions websites.

UR is the expert on the website as a whole, but the community needs to have input on the content.

UR is using William and Mary as an example of what they want our website to look like. William and Mary is not an urban institution. Our institutions are different. Their website does not represent who we are.

Email your suggestions for the website and the pages to Karla.

## Climate Survey update

We need to gather the information we have to see what we can do with that. Catherine suggested that we should look at the workplace survey to see what’s there. We can always add extra questions to NSSE and FSSE.

We can collect information from other surveys, or add questions to other surveys.

## Follow-up

Our meeting with President Schmoke-Wednesday, March 23 @11:00am, Presidents’ Conference room

* He is ready to take action. At this meeting we should follow up on our last conversation, but we should have recommendations to make based on our research.
  + Suggestions for website – this is something that can have a pretty quick turnaround.
  + Suggestions for HR initiatives to better manage diversity in recruitment and hiring
    - Concerns re: difference between faculty and staff hiring procedures
    - Staffing in HR tied to having a resource to monitor/train regarding diversity in hiring
    - New provost very supportive of putting resources behind our new strategic plan

## Next Meeting

Friday, February 12, 10-11:30am, SC 301