

Meeting Date: November 12, 2019

Members Present: Conner, M. Shelly; Drayton, Morgan; Ewing, Joanna; Gayfield, Elizabeth; Gillis, Graham; Glenn, Jonathan; Green, Charlotte; Jetts, Kristin; Kuhn, Sharon; Maltbia, Cornell; Schlachter, Steve; Strickland, Charlotte; Tiruneh, Gizachew; Webster, Angela;

Members Absent: Eslinger, Nadia; Fricks, Veneta; Hall, Mya; Holbrook, Franklin; Scaife, Audrey; Walker, Azida

Special Guests: Dr. Taine Duncan, Dr. Allen Thomas, and Alana Reid

Call to Order: Dr. Webster called the meeting to order at 10:01 a.m.

Agenda Items:

I. Introduction of Committee Members

- Beginning this academic year, each subcommittee will submit a brief annual report to keep the campus updated of DAC work and remain aligned with other

IV. Subcommittee Reports

- **Black Men's Experience** (Presented by Dr. Angela Webster):
 - Last year this committee was chaired by Dr. Amy Baldwin and submitted an annual report. The results have been shared with several administrators. will be

- Thanks to the Provost's Office, Project X will be fully institutionalized, beginning Summer 2020.
- If the Strategic Budget Advisory Committee returns, the DAC will need to assess priority items to be presented before this particular body.
- **Gender Identity on UCA Forms and in Technology Systems** (Presented by Dr. Jonathan Glenn and Dr. Angela Webster):

- The Registrar has formed a working group to transition the systems of BearCard

2020; They will meet again in January to continue their work.

- Currently Banner 9 has the capacity to use Preferred Names but Self-Service does not.
- In the near future, a general policy will be drafted and presented to the President for approval.
- **IDI Grant Program** (Presented by Dr. Angela Webster):

- Dr. Angela Webster shared a copy of the 2019-2020 Blueprint from the Diversity and Training offices. (See Exhibit 4).

- The subcommittee list will be updated soon and anyone interested in joining a new subcommittee should inform Dr. Angela Webster.
- The website will be updated to reflect the most current committee make-up.
- This year's University Training Diversity topic is "Language" and everyone is

encouraged to participate on-site as there has been wonderful discussion surrounding the topic

VI: Calendar: Next Meeting

Denicha Kemp will send out a Doodle poll regarding the next meeting for early in the spring.

VII: Adjournment

The meeting was adjourned at 11:08 a.m.

New University Committee Proposal
LGBTQ Advisory Committee

1. Mission

To provide guidance to the Diversity Advisory Committee on issues affecting the LGBTQ community at UCA and to assist the DAC promotion of an environment of openness and

2. Background

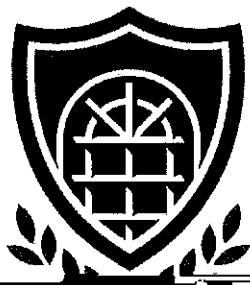
The LGBTQ community needs additional advocacy for diversity and inclusion on campus. This summer, faculty in the College of Liberal Arts wrote an open letter to the president suggesting ways to foster an LGBTQ-friendly environment at UCA. President Davis met with the drafters of this open letter in August and has expressed interest in working to better recognize and meet the needs of LGBTQ students, faculty, and staff.

3. Rationale

This standing sub-committee is necessary to coordinate and extend the work of existing UCA resources and committees. Since LGBTQ inclusion and gender are both explicitly

a. To complete the annual report for the Campus Pride Index;

inclusion;



UNIVERSITY OF
**CENTRAL
ARKANSAS**

**PLAN REPORT
2017-2018**

UCA DIVERSITY GOALS

Goal 1: Recruitment and Retention

DSP HISTORY

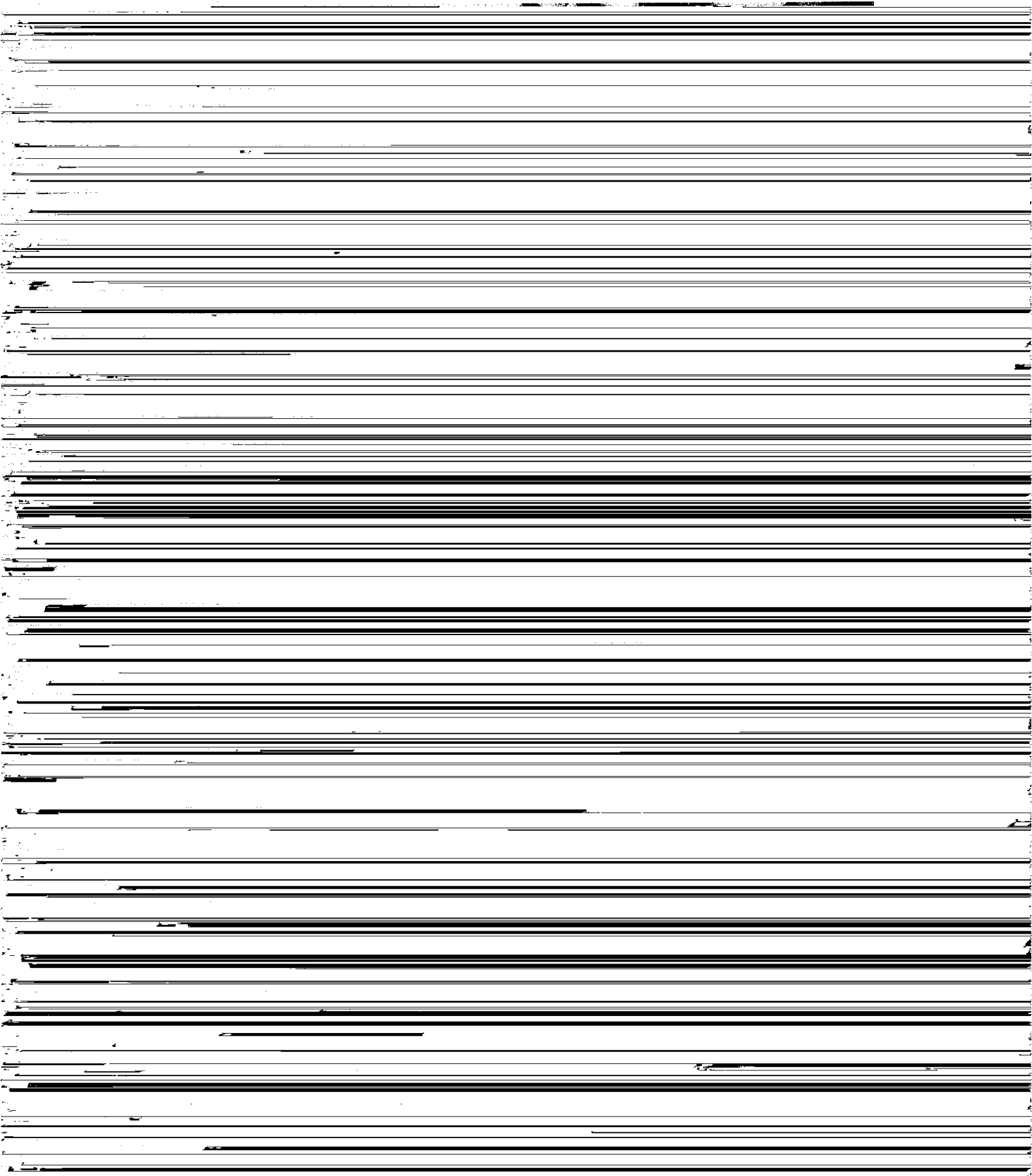


DSP 2017/2018

Full-Time Staff
% 4
% 5
6% 114
% 28
% 2
3% 724
% 16
% 5

558. Total Full-Time Staff = 902.

2019/2020 Diversity and Inclusion Blueprint



2019/2020 Diversity and Inclusion Blueprint

Workforce Management Department

LCPTO