

Diversity Advisory Committee Minutes

2019

Meeting Date: April 10, 2019

Members Present: Anderson, Darshon; Duncan, Taine; Frank, Adam; Gillis, Graham (filled in by Bridget Fortenberry); Glenn, Jonathan; Groves-Scott, Victoria; Jetts, Kristin; Shook, Steven; Strickland, Charlotte; Webster, Angela

Members Present via Conference Call: Brown, Riva; Drayton, Morgan; Green, Charlotte

Members Absent: Collier, Larissa; Eslinger, Nadia; Hall, Mya; Holbrook, Frank; Lyons, Laci; Maltbia, Cornell; Robertson, Brandi; Walker, Azida

Call to Order: Dr. Webster called the meeting to order at 1:08 p.m

Agenda Items:

The committee reviewed and electronically approved the minutes from November 5 on November 16, 2018.

II. Photos

The committee was notified that Institutional Diversity and Inclusion office staff would be taking photos to place on their website and was asked to indicate by a show of hands if they were willing to

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participate.

- **Retention & Recruitment:**

- The ratio of African American faculty to African American students is still quite unbalanced.
 - Faculty-student proportionality in other groups is much more even.
- In the fall, the subcommittee collaborated with the AVP for HR and the Associate General Counsel for another session on *Navigating Diversity in Search Committees*
- Minority Faculty Mentoring Initiative (MFMI)
 - Year 1- 13 pairs of mentors and protégés
 - Year 2- 16 pairs of mentors and protégés
 - Mutual Mentoring was implemented this academic year

Color.

- Representation on the panel included African Americans, Latinx, Asian, and International faculty, as well LGBT+

○ IN 2019, the College Endowed Grant for Faculty Diversity to assist historically

- The International Guidebook is complete and posted on HR website
- Dr. Denise Breaux Soignet was the special guest for a *Lunch and Learn* on “Spirituality in the Workplace”
- 2020 will be the primary for elections on the committee in working on a program and

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event ideas centered around that

IV. New Business:

- The Diversity, Equity, Civility Concerns process has received 10 submissions this academic year
 - This is an all-time high
 - The statement was published in 2015 and we received two or so each year

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