

Diversity Committee Meeting #3 Minutes
December 3rd, 2014

Attending: Osaro Airen, Nina Ellis-Hervey, Brandon Fox, Mary Catherine Breen, Ali Hachem, Jannah Nerren, Carl Pfaffenberg, Patrick DeWalt,

Not present: Luis Agueeverre, Kelli Drenner, Jane Grayson, Carolyn Stufft

The group was welcomed and appreciation was expressed to special guest, Osaro Airen, Director of the Office of Multicultural Affairs for coming to present information. It was acknowledged that Dr. Patrick DeWalt had accompanied him as a guest at the meeting.

The minutes from meeting #2 were reviewed. Dr. Nerren presented a list of strengths and weaknesses from the Envision Strategic Planning Diversity focus group. The committee had determined at meeting #2 that it would be beneficial if each committee member compiled a list of strengths and weaknesses related to faculty diversity issues. None were presented.

Dr. DeWalt suggested that faculty need more knowledge about faculty experience from engagement and data gathering sessions. There was discussion surrounding the mission of the committee and the importance of doing substantive work that is not just discussion for the sake of discussion. The importance of having reflection and follow-up with curriculum after the and in addition to the events coordinated by OMA was discussed.

Dr. Airen presented on the activities of the OMA and distributed a list of activities for spring. Ideas for collaboration with the OMA were discussed.

Any time OMA has an event they invite the community – it is “The community + SFA as WE” (Dr. Airen). The diversity committee can help by communicating in order to encourage colleagues and students to attend.

Dr. Fox suggested that it would be influential and make a statement if the leader of our college sent out a statement to make a positive relationship by inviting and supporting faculty to attend the events presented by the OMA.

Dr. Nerren suggested that in addition, the PCOE Diversity Committee should communicate committee support for the OMA activities.

The upcoming Hidden Faces conference was one such event that should be attended and supported.

There was discussion about the absence of an official diversity statement that people have to uphold and the perceived need for accountability. It was stated and

discussed that we need to find a way to infuse diversity content and expectations throughout our college.

There was extensive conversation around micro-level versus structural change. The power structure of SFA as well as the overall culture was discussed, with a but of debate on the efficacy of micro-level changes vs. sweeping change.

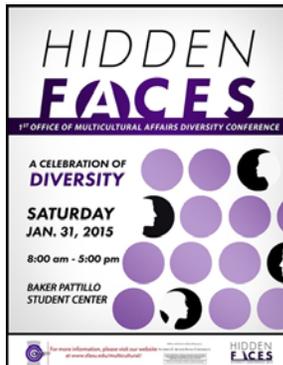
Dr. Ellis-Hervey suggested focus group discussions and professional development opportunities for faculty - perhaps as a requirement.

Discussion ensued that some believed the Confianza grant would have potential to create a paradigm shift but that did not occur. Many in the room felt that until leadership at both the college and university level explicitly support and give real attention to diversity no paradigm will shift.

Action Steps prior to January meeting:

- The committee chair will draft an email from the committee inviting faculty and staff to attend the Hidden Faces event, as well as other spring events
- The committee chair will ask the Dean to create an email exhorting faculty and staff to attend the Hidden Faces event, as well as other spring events
- Committee members will continue to compile the strengths and weaknesses list regarding issues around faculty diversity for presentation and discussion at the January meeting.

Draft email for committee approval:



The Perkins College of Education Diversity Committee invites you to mark your calendars and register now for SFA's first-ever diversity conference, Hidden Faces, sponsored by the Office of Multicultural Affairs. The conference will be held on January 31st. The goal of the conference is to provide a platform for SFASU faculty, staff, and students to share their diversity-related work with the SFASU community and to engage in multicultural dialogue.

What an exciting opportunity right here on our campus to celebrate diversity and participate in the exciting presentations that are scheduled for that day! We encourage you to show your support for diversity on the SFA campus and community, and to communicate to your students the importance of the topics that will be presented. Please consider encouraging your students to take advantage of this opportunity.

Sincerely,

The PCOE Diversity Committee

Dr. Jannah Nerren, Chair
Dr. Luis Aggüevererre
Dr. Mary Catherine Breen
Dr. Kelli Drenner
Dr. Nina Ellis-Hervey
Dr. Antonio Estudillo
Dr. Brandon Fox
Dr. Jane Grayson
Dr. Ali Hachem
Dr. Carl Pfaffenberg
Mrs. Carolyn Stufft