

Meeting Minutes from Strategic Planning Committee – Diversity Task Force

March 21, 2014

Attendance is maintained separately and available upon request.

I. Where we are at:

Reviewing Data to determine themes that intersect with the Framework;
Other Task forces will also look at where there is an intersection with the data;
This will help us determine how to establish recommendations for the strategic plan.

II. Reports

Commuters – Trystan Wright

- a. Information regarding commuters is weak.
- b. Commuter students are more likely to be minority students, who are not just working but working more hours.
- c. Association for Commuter Engagement is a new organization and works with off-campus students.
 - a. The organization is two years old.
 - i. Split off from OCASA who deals with on-campus (apartment) students.
 - b. Future directions: RIT should work harder to identify where commuter students are (geographically).

Over 500 people gave personal information during commuter spirit week.
Assumption is that commuters are first generation, and low income students.
Commuter is considered a standard definition.

NOTE: There are different definitions for commuter students in some offices (i.e. Financial aid) based on residency. Financial Aid packages may vary based on this information, and it would be good information for Association for Commuter Engagement to have.

Faculty data (Marcos)

- a. Presentation examined AALANA faculty positions by college, by rank, by attrition (as an aggregate groups and by college) and by reason.
- b. The data was not disaggregated by gender, or by Asian Pacific American.
 - a. Doing so would greater depth to the state of diversity among faculty.
- c. Specific Data in this report is considered sensitive and not included in these minutes.

Jim Myers, Co-chairs of the Global Aspects

- a. Jim is a member of both the Strategic Planning Steering Committee and the Global Engagement Task Force. They are focusing on the development and implementation of (1) intercultural knowledge, and also (2) multicultural competencies. The two areas are complimentary, and the TF will them enhance each by bringing them together.

- b. Curricular emphasis is emerging as a key issue. For example, every student will develop competencies, global artistic exposure, etc.. It might be proposed that:
 Every student will have some course-related experience which involves multicultural competency.
 Not just general education, but professional.
 This could also include: Global international and multicultural areas.
- c. This may help to create students who are great leaders in addition to the ability to be great doers.

GLBT Issues, Mike D'Arcangelo

- a. A report regarding the campus climate towards GLBT faculty and staff populations was formally requested by Dr. Destler (Winter Quarter, 2011).
 The request was based on feedback from two previous climate studies which cited concerns about experiences of GLBT populations within the work force.

 The Task Force was formulated to study the Climate Study for GLBT issues and did so by utilizing: 6 focus groups, a campus wide survey of faculty/staff, and 93 research (benchmark/best practices) citations.
- b. 40 page report was generated, with 17 recommendations.
- c. Some recommendations required further investigation and auditing.
- d. General findings:
 - a. GLBT populations is generally positive.
 - b. Some isolated incidents of noticeable homophobia.
 - c. Most dynamics focused around a climate of heterosexism (failing to identify GLBT populations as significant or contributing populations).

Multi-cultural Alumni

- a. Future Alumni Networks are going to be increasing and multicultural, based on both AALANA populations and also global populations.
- b. There is a capacity problem from a staffing and resource perspective with being able to engage these groups effectively, particularly as the initiatives grow, but staffing does not.

Other Thoughts (Kevin McDonald)

Further examination is required regarding the composition of university leadership by underrepresented populations, particularly people of color, women, GLBT, etc.