Council on Diversity and Inclusion
4:15 March 13, 2013
Meeting Agenda
JRC 225

Members present: Kaydi-Ann Newsome, Jennifer Brooks, Pooj Padmaraj, Deanna Shorb, Abby Trout, Mark Levandoski, Karla Erickson, Taunita Stephenson, Michael Benitez, Heather Lobban-Viravong, Henry Morisada Rietz

Invited guest: Lucy Chang

Meeting was called to order at 4:19.

1. Minutes were approved.

2. Brief update on Change to the Mission of the College
    a. The Alumni Council March 2 approved the changes to the Mission Statement. It will now be presented to the full Faculty at their next meeting in April.

3. Brief update on Strategic Plan
    a. Kathy Kamp reported via email that the Strategic Planning leads do not meet often. At the last meeting the materials from the Council on Diversity and Inclusion were shared with the leaders and they are planning to make diversity explicit in their implementation goals. They are scheduled to meet after break and she assumes that at that time everyone will report back on progress.

4. Received an update on Spring 2012 ad hoc Sexual Harassment Transparency Committee and reviewed the Sexual Assault Transparency Group recommendations [June, 2012].

    a. Deanna reported on the Appointment of the Task Force on Safety, Responsibility, and Prevention in response to situations on campus. The administration hired consultants who have visited campus. She reports that the Task Force is still digesting the consultants' recommendations.
    b. Deanna reported that there is now an Advisory Group that is open to all who are interested in participating.
    c. Among the recent positive developments are "after hours" at Harris Parties and "bystander training".
    d. One faculty member reported that Angela Voos' presentation at the Faculty Meeting was one of the more helpful presentations at a Faculty Meeting.
    e. Some of the recommendations articulated in the Sexual Assault Transparency Group recommendations [June, 2012] were reviewed. There is a sense that there is overlap between the consultants' recommendations and this group's. Some of the recommendations are beginning to be implemented, such as revising the sexual assault policies. There is still more that needs to be done. There is immediate concern about the website (e.g. need to search "sexual misconduct" to find resources on the web).
    f. Other Sexual Assault Transparency Group recommendations [June, 2012] that could be implemented include:

i. Develop a *Sexual Assault Response* Website : This must be an easily accessible site and should be 'branded' in a very recognizable way *as soon as possible* (unlike the current "Sexual Misconduct Policy" on website). As an example, the Sexual Assault Transparency Group recommends: http://www.macalester.edu/sexualassault/
ii. Install Blue Phones (Emergency) throughout the campus
iii. Update Sexual Assault & Harassment Policies (Faculty, Staff, Students—all three)
    1. Distinguish between Policy (what it is) & Protocol (how we respond)
    2. Define and be explicit about *mandatory reporters* before 2012-2013: It is widely unknown who is a mandatory reporter and who is not, e.g., faculty, staff, Student Affairs—but not SHACs staff (possibly only medical personnel)
    3. Share the structure of these policies and our responsibilities as a community
    4. Be certain that a sexual harassment/assault policy includes "volunteer" staff—e.g., coaches who are not paid, but work closely with student athletes.
iv. Establish a SAST Team (Sexual Assault Support Team) comprised of a group of Faculty and Staff who are willing to serve as advocates for survivors
    1. Example of a SAST Team: http://www.macalester.edu/sexualassault/SASTmembers.html

v. Communicate widely: Protocol, Policy, Resources through the following:
    1. Website (as stated above)— for Education, Awareness, Response, Resources
    2. "Mandatory Trainings" for Staff (workplace & safe space)
        a. Sexual Assault Training
        b. Sexual Harassment Training
    3. Trainings for Faculty: Possible opportunities include:
        a. New Faculty Orientation
        b. Tutorial Orientation (nearly all faculty would be trained in three years)
        c. Optional Sessions (similar to staff 'Lunch & Learn" model)
    4. New Student Orientation – Develop a Sexual Health & Assault Prevention Program
        a. Train/Inform returning (upperclass) students
        b. Clarify confidential and non-confidential resources
    5. Establish resource information area(s) on campus
vi. Investigate a common reporting point for faculty, staff & students
vii. Create and distribute a Quick Response Card/Guide for Faculty & Staff

5. Brief update on position of Associate Dean/Chief Diversity Officer

    a. Heather reported the search committee members are Heather Benning, Lakesia Johnson, Angela Voos, Joyce Stern, Henry Rietz, Mark Schneider, Heather Lobban-Viravong, Maria Tapias.

    b. Heather reported that the search Committee is reviewing applications and hopes to bring candidates to campus in May.

c. Heather solicited input on qualities for candidate and potential interview questions. There was consensus that the candidates be able to deal with resistance and conflict. Some questions to ask include: What specific strategies would you use to deal with resistance from faculty? There is conflict right now on campus. How has your past experience prepared you for a campus when there is conflict? There is still concern about how this person will be able to cover Title IX, EEO, and resource students. What is your vision for your Office? How will you address the needs of students both academically and outside of the classroom? This person needs to be a strong leader. There is an ethos at Grinnell that we are all equal, but there are times when a position in the bureaucracy needs to take a strong stand. We should also emphasize that the person needs to be a Grinnellian; that is, one who respects the individuality of others. If they don't have that quality then they don't belong here. How would the person cultivate that mutual respect? There needs to be a willingness from the top to listen as well. How will the person reclaim the history of the Office? The person needs to gain the respect of the administration broadly. A concern was expressed that the way the job is outlined requires a 70-80 hour work week.

6. We congratulated Michael Benitez on his appointment as Dean for Diversity and Inclusion at Puget Sound. We expressed our gratitude for his service and his willingness to work through the end of the semester. Michael expressed his appreciation to his colleagues and especially the pleasure he has had working with students.

    a. We discussed the process for transition. There was concern expressed that the position needs additional staffing. The idea of an interim director was suggested.

7. Articulating the value of diversity in a liberal arts education

    a. Henry and Heather distributed a plan for "Articulating the Value of Diversity in Grinnell's Liberal Education and Implementing that Vision." They talked about planning that has been going on since last year to have the President engage the College community to articulate the value of diversity and provide the administrative infrastructure to advance diversity efforts. One possible scenario that was entertained last year would have the President give an address. The proposed approach, however, requires the President to convene various leaders on campus to validate and empower people who are doing diversity work, hear how campus leaders understand theoretical issues, learn how campus leaders practice doing diversity work and listen to their concerns.

    b. Discussion ensued. Members of the Council were heavily in favor of the President holding a series of listening sessions regarding diversity on campus. As such, a Town Hall meeting isn't necessary. The SGA and MLC student representatives on the Council are in favor of the listening sessions. There was some discussion among Council members about a meeting that was held with students some time ago that did not go particularly well. As such, the Council suggested that each constituency prepare talking points for their meeting with the President, and that the President's role as listener be

stressed. It was also recommended that the co-chairs of the Council be present at each listening session in order to help facilitate participation.

8. Future agenda items

Review and revise the Grinnell College Diversity Policy: Inventory

- Follow up on report from HR on progress and efforts for hiring and retention of a diverse staff

Planning for 2013 (May meeting)

- Structure and function of Council
- Planning for Campus Climate
- Planning for revision of Diversity and other Policies