

FMAC Meeting 4 May 2018
Minutes

Attendance: Anthony Cordova, Deborah Pina-Thomas, Christina Martinez, Heather Albanesi, Carlos Duarte, Kimbra Smith, Melanie Fields, Jeff Montez de Oca, Stephen Suh, Maria Sergia Steen, Max Shulman, George Cheney, Monica Yoo, Edin Mujkic, Patty Witkowsky

Regrets: Freddy Martinez-Garcia

Minutes approved with correction that Stephen was in attendance.

Announcements

Chancellor Reddy invited Kimbra to lunch so that she could explain diversity to him in 90 minutes. Kimbra asked for input and suggestions for their meeting.

- Carlos: How to be more proactive than reactive so that we are not only reacting to conservative thought
- Jeff: Invest in diversity
 - More diversity hires
 - Make VC position part of the leadership team

Kimbra asked about responding to WEST's request for a public statement regarding Dena's position. Stephen informed that a letter is being drafted that would be made public shortly. It will be directed to a variety of committees on campus.

Jeff described the system level task force on "inclusive excellence" that he served on and its travails. Kimbra pointed to larger issue of split between campuses and Regents. Carlos suggested Library diversity committee could make suggestions as well as other college committees. Monica suggested talking with Regents that may be allies. Heather asked if task force statement can be shared with the Chancellor. Jeff did not know but will ask.

Kimbra emphasized the importance of including student voices. We should collect a broad range of student voices in support of liberal arts education to counter the myth of liberal university professors oppressing conservative students. Anthony suggested putting up displays in hallways to collect student opinions during passing periods. Carlos suggested that many students may have an idea in their head about "liberalism" but often times do not even know what a liberal education is. We should provide education on it. Kimbra suggested encouraging a task force on liberal arts education to support and expand it – not just FMAC.

George discussed a class on discussion at Utah. Students are trained in different models of dialogue and then representative from different groups are brought to campus (e.g. NRA and gun control group) to engage in a discussion with the students. He found with proper facilitation that class was incredibly successful. Kimbra suggested George get in touch with Emily Skop, Jeff Scholes, and Martin Garner who are already working on a grant for a similar project.

Kimbra announced Diversity in Practice got funding and they will be going to GPS retreat.

Election

Carlos elected Chair

Stephen elected Co-Chair

Retention

NNTF feel voiceless. Melanie mentioned that she feels a lack of representation and underpaid. Discussion ensued.

Arrival of Andrea

Andrea is very enthusiastic because she feel she can accomplish goals. She is trying to create a mentoring model and may draw on the Leadership Academy. She is close to putting support structure in place. Staff wants more interface with faculty to communicate shared goals, values, etc. Thinking about creating *ex-officio* positions for FMAC, FAWC, PRIDE, Ability, and staff units. (She was asked, what about NNTF?) In the fall she will initiate a fact finding mission so that faculty can learn about what staff do. Focus should ultimately always be on students.

Her six initiatives

- Develop Leadership Academy to focus on diversity and inclusion. This could be mandatory for some administrators and department chairs
- Rosa Parks/Cesar Chavez will be moved into Diversity Office
- Diversity Summit to connect with Just Talk to keep Summit conversation going through the year
- Teaching and Learning Summit will be organized by themes that include diversity and inclusion
- Residence for artist and writers
 - A Master Class and a week on campus
- Partner with Sustainability Summit

Discussion of the initiatives ensued with focus on how to develop initiatives that are longer than single day events and that reach down into units.