The monthly meeting of the Council for Diversity and Interculturalism of 2012-2013 was held on November 28, 2012 in the Gordon Ball Board Room at the Brenda Lawson Athletic Center. Present at the meeting were Tyvi Small, Maxine Davis, Alecia Davis, Annazette Houston, Marcus Jones, Keith Kirkland, Margie Nichols, Anton Reece, Marva Rudolph, Mike Wirth, Steve R. Thomas, and Brian Thomas.

I. CDI Goals

Members in attendance checked off what they felt were the most important goals that we came up with at the October meeting.

Quick Wins

- Get Commission Chairs in place and ensure that they have a representative attend CDI Meetings ✓
- Get Diversity Plans/Progress Reports Completed ✓
- Provide Support for the new Vice Chancellor for Diversity ✓✓✓✓✓✓
- Start “Best Practice” resource with new Vice Chancellor for Diversity ✓
- Create training for faculty/staff that helps us begin a dialogue on Diversity to be known across campus as the premier group for diversity issues ✓✓✓✓✓✓
- Follow up with Commission representatives to attend meetings

Greatest Impact

- Get academic/non-academic unit Diversity Plans completed
- Create a blueprint/roadmap for Diversity ✓✓✓
- Create an implementation: Accountability plan for Diversity ✓✓✓✓✓✓✓✓
- Create functional web presence ✓
- Complete Diversity Plans and provide feedback ✓✓✓✓✓✓
- Post Diversity Plans to website
- Raise visibility as a resource avenue to gauge what students, faculty, and staff want done in terms of diversity ✓

Long Term

- Consider hosting other CDI groups from other SEC schools
- Clearly and concisely define diversity and its purpose
- Develop and fully implement strategies to increase faculty and staff diversity ✓✓✓✓✓✓✓✓
- Develop and implement activities to break down intercultural barriers among students, faculty, and staff ✓✓✓✓✓✓✓✓
• Recruit a more diverse work force by collaborating with Human Resources and Academic Affairs

II. CDI Budget

General discussion took place concerning the CDI’s involvement in sponsorship. More discussion on the budget will take place at the next meeting.

III. Update from Commissions

Commission for LGBT people
The Benefit Equality Coalition coordinated its first event — "Speak Out for Benefit Equality" at Hodges Library. Approximately 60 students, faculty, and staff in attendance and 20 employees, retirees, alumni, and students spoke about how the lack of benefit equality affects them and their families. WBIR, WATE, The Daily Beacon, and TNJN all attended and ran stories.

On December 4, the Faculty Senate at the University of Memphis — a Tennessee State School under the Tennessee Board of Regents—followed UT's Faculty Senate in voting to approve a resolution supporting Domestic Partner Benefits. The Metropulse continued the coverage of UT’s fight with Cari Wade Gervin’s article on this issue indicating that Tennessee Tech and Middle Tennessee State could also soon join the fight.

The addition of Defense of Marriage Act (DOMA) and Proposition 8 to the Supreme Court's Spring docket will undoubtedly help keep this issue on the forefront for the media and will provide us an opportunity to really build awareness. As a follow-up to the Benefit Equality Coalition's Speak Out, we are hoping to capture one-on-one interviews with people willing to share their story. A reminder to our allies — your story can be just as impactful. If you have benefits, how have they helped you and your family? How would not having those benefits have impacted you in a time of need?

For more information and other news on the LGBT activities, please visit http://lgbt.utk.edu/.

BFSA
Alecia Davis informed us that the BSFA has begun planning their first conference in 2014.

Other news on the association can be is located at http://web.utk.edu/~bfsa/.

IV. Vice-Chancellor Update

The discussion that took place dealt with what kind of conversations do we need to have with Rickey. The two questions that were raised were (1) what can be done to help in his transition over the next 6 months, and (2) how does he see CDI fitting into his plans? The goal for the council is to create a welcoming transition for Rickey.

V. Committee Sign-Ups
The sign-up sheet was passed around for members who have yet to sign up for one of the four committees (Membership, Communications, Diversity Plan, and Climate). The committees are still looking for chairs.

It was decided that it would be best to hold off on the Diversity Plans for now. A summary of the Diversity Plan should still be done for the units who have never done it. For the units who have, they should do a 3 question update.

V. Next Meeting

The Council will meet on Wednesday January 16, 2013 at 3:30 p.m. in the Gordon ball Boardroom, Brenda Lawson Athletic Center.