Council for Diversity and Interculturalism  
Meeting Minutes  
January 16, 2013

The monthly meeting of the Council for Diversity and Interculturalism of 2012-2013 was held on January 16, 2013 in the Gordon Ball Board Room at the Brenda Lawson Athletic Center. Present at the meeting were Herb Byrd, Tyvi Small, Kent Wagoner, Adam Cureton, William Hill, Tyler Johnson, Marcus Jones, Keith Kirkland, Margie Nichols, Anton Reece, Mike Wirth, John Zomchick and Brian Thomas.

I. Kent Wagoner – Institutional Research

The first statement made by Kent Wagoner was that Institutional Research does not base their data collection/organization on reporting needs. He then began a brief discussion about what do we need to know and how do we go about collecting? Some of the categories that should be considered when asking how many are Race, Full time/Part time, Regular or Term, TTT or NIT, Instructional, Research, or Public service, Campus, College, Department, US Citizen, Permanent resident, Non-resident alien, and Gender. When asked the question how many, the analysis looks at group comparisons within the University and within other Universities, and also an availability analysis among faculty and staff.

The first question Kent answered for us was about the OIRA reports on diversity issues. He explained that the summary of the reports for EEO are on the fact book but do not necessarily do diversity issues. The affirmative action reporting reviews faculty by gender, race, and college, staff by gender, race, and EEO, promotions, terminations, and applicant tracking, and lastly salary equity.

The next question was about data availability and access. Kent said if the group needs something, the group should form a list of specific questions to address to IRA.

The last thing Kent touched on was his one pager summary.

The goal for OIRA is to provide accurate and meaningful information.

II. Update from Commissions

Commission for LGBT people

Chancellor’s Honors

Nominees are now being solicited for two awards, LGBT Advocate Award and the LGBT Student Leadership Award. More information can be found here. The nomination deadline for both awards is February 11, 2013. Questions can be directed to Awards Committee Chair, Melissa Bartsch at mbartsch@utk.edu.

Long-term Strategy Planning

As we look forward to the leadership a Vice Chancellor for Diversity will bring to campus, it is imperative that we prioritize and consider the focus and future needs of the Commission. What do we as a
Commission wish to accomplish? During this month’s meeting many ideas were brought forth and including ideas for dedicated funding for the OUTreach Center, a new location for the Center (Melrose is scheduled for demolition), and the need for full-time staffing. If you are interested in participating in a more in-depth discussion to formulate a long-term strategy document for the Commission or if you would like to contribute ideas, please contact Keith Kirkland at lgbtcom@utk.edu.

Bills, Bills, Bills....
Last semester we couldn’t stop talking about letters. This semester may be all about bills... Several new bills were introduced into the Tennessee State Senate by Senator Jim Summerville which would affect diversity issues in higher education and across the state:

SB0006—“Know Your Nation Act” [affects: TN Hope Scholarships]
SB0007—“” [affects statistic and data collection]
SB0008—“Higher Education Equality Act” [affects race/gender/ethnicity preferences]
SB0011—“” [affects race/gender/ethnicity preferences in hiring]
SB0042—“Tennessee Civil Rights Initiative Act”
SB0043—“” [affects race/gender/ethnicity preferences in state financial aid]
SB0046—“” [prohibits “employing or assigning the duties of a diversity officer”]

We encourage everyone to take the time to read and understand these bills and their potential implications. There is a protest against this SB0046 in particular has beenl scheduled for Tomorrow, January 24 at 11 AM at the UT seal on the Pedestrian Walkway—everyone is invited to participate.

If you are interested in planning further events to draw attention to this bill, please contact Erin Read erin.read@knoxcounty.org.

Alumni Event and Silent Auction
The Alumni Committee is gearing up for this semester’s PrideOUT event—A Garden Party is scheduled for April 20 at the UT Gardens. Auction items are needed for the silent auction and are currently being accepted. If you would like to contribute items, please contact Committee Chair Phyliss Shea at pshey@utk.edu.

Lavender Graduation
The Awards Committee would like to announce the 2013 Lavender Graduation to honor this year’s LGBT graduates. Lavender Graduation will be held on April 10, 2013. Details to follow.

Membership
The Commission is seeking nominations for individuals interested in serving as the 2013-14 Commission chair or co-chair. Any University of Tennessee, Knoxville affiliate who is interested in this leadership position, or is aware of someone who would provide excellent leadership to the Commission, is welcome to be nominated. Self-nominees or individuals nominated should be interested in and committed to providing leadership for continually increasing LGBT visibility and equity at UTK. We
encourage everyone to submit names and contact information for nominees no later than March 11. More details on the LGBT Commission can be found here.

For questions, more information, or to nominate an individual, please contact the current chair of the commission, Keith Kirkland at lgbtcom@utk.edu.

Communications
Dr. Spencer Olmstead has two volunteer opportunities coming up in the semester. Please let Megan Smith (msmith93@utk.edu) know if you are able to volunteer at either or both of these sessions.

Freshman seminar class this spring called “Sex on Campus”. March 13, 1:25 – 2:15 in JHB room 424

Human sexuality class. April 1 or April 3, 11:15 – 12:05 in JHB

OUTreach Center
The OUTreach Center is open for spring semester, and highlights include a film series and a newly-launched Ambassador Program. Further information can be found here.

Morale Moment
Congratulations to Lambda President and Commission Member Caitlin Miller for being nominated by Campus Pride as one of the Top 10 Leaders in Action! It’s an enormous win to have someone from our campus recognized as making a difference.

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

III. Diversity Plans

It was decided that it would be best to ask Rickey Hall at the next meeting how we should approach doing the diversity plans until he arrives in June.

IV. Budget Update

Tyvi Small explained that we are going to hold off on any type of training. There will also be a separate account to finance the graduate assistant. Tyvi also plans on looking into getting equipment, such as a laptop, for the graduate assistant to use. In terms of sponsorship funds, there will be $2,000 available for the remainder of the semester.

V. Employee Engagement Survey

It was also decided to table this discussion until the next meeting.

VI. Chancellor’s Diversity Award

Members in attendance all agreed the CDI should sponsor a diversity award to recognize units, colleges, or departments. Anton Reece, Margie Nichols, and Keith Kirkland all volunteered to create a proposal.

VII. Proposed Senate Bills
Margie Nichols shared comments from Rickey concerning these proposed bills which stated that he is monitoring it carefully but does not think it is going anywhere. She also expressed Chancellor Cheek’s feelings that he does not want it moving forward.

VIII. New Business

Tyvi informed the council about the Black Issues Conference taking place on February 2, 2013. He also shared that the Diversity Job Fair will be held on February 11, 2013.

IX. Next Meeting

The Council will meet on Friday February 1st at 2:15 p.m. in the Gordon ball Boardroom, Brenda Lawson Athletic Center. Rickey Hall will be in attendance.