

## Diversity Leadership Council

### November 29, 2000 Meeting Summary

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The Council met at 9:00 in 312 Ferguson.

Attendees: Jerry Rosiek, Jenefer Husman, John Petrovic, Judy Stock, Judy Davison, David Beito, George Rables, Max Hocutt, Bob Sigler, Robert Dewit, Dexter Gordon, Phillip Bishop, Pat Bauch, Edward Tang, Rose Gladney, Kebede Gessesse, Paul Ray, Chad Hilton, Cully Clark, Alvin Winters, Wythe Holt, Sharon Holmes, Rob Ingram

The meeting began with discussion of the need to identify diversity activities on campus. There was general agreement that collecting information about what was currently being done in courses and programs would be useful to help us understand and celebrate current efforts, identify beneficial practices, and avoid practices that have not worked. Several approaches to this effort were considered. These included a survey of faculty efforts, obtaining information that is available from colleges and academic programs, and a concerted research effort to discover this information systematically and to produce a report. Concern also was raised that we need to be aware of practices that alienate students and that create problems for students of color on campus. We did not reach a conclusion about how we would proceed. Anyone interested in working on this project is encouraged to contact Rob Ingram, <<mailto:ringram@cba.ua.edu>>. We will provide additional information on this issue as it becomes available.

A second issue of discussion was the need for the Council to begin considering a plan for obtaining external funding to support additional diversity efforts. It was agreed that the Council needed specific goals and a proposed plan for achieving these goals before it solicited additional funding. At the same time, we need to begin to identify potential sources of funding and begin developing a strategy for contacting these sources so that we are prepared to submit proposals when goals and plans are developed. Anyone with experience with grant proposals, who has contacts at potential funding sources, or who wants to help with this effort should contact Pat Bauch, <[pbauch@bamaed.ua.edu](mailto:pbauch@bamaed.ua.edu)>.

Pat Bauch provided a brief update on the workshops. She indicated that several people had asked to move from the December workshop to the January or February workshops. Therefore, there are spaces in the December workshop if anyone is interested. We anticipate that the workshops will help us in developing goals and a plan of action for further activities of the Council and the diversity effort.

David Beito presented a proposal, see attachment. The proposal specifically requested a change in course by the Council to move from workshop to panel discussions involving well-known writers and speakers on diversity and racism issues. Discussion of the proposal indicated that most members of the Council were not opposed to panel discussions but were opposed to these discussions substituting for other efforts. Because the Council has not decided on what these other efforts might be, it is premature to agree to panel discussions that preclude other efforts. Concern was raised that panel discussions are not sufficient to address racism and diversity issues.

Another concern was that the panel discussions involved debates between people with extreme views and that such polarizations might not be useful for furthering discourse. Some thought that having these discussions with UA faculty as speakers would be useful. Thus, while the Council appeared ready to acknowledge that panel discussions might be useful, it was not prepared to endorse specific topics or speakers or to agree to substituting

the discussions for other activities. Professor Beito requested, before he left for class, that the Council vote on the proposal. A vote was not taken because the chair believed there were too few people present for a meaningful vote. Joanne Terrell has indicated that the School of Social Work is interested in a discussion of workshops as a means of addressing racism at a symposium the School sponsors during the spring term. We will continue to examine panel discussions as a means of examining racism and diversity issues and encourage those interested in these efforts to pursue them.

The meeting adjourned at 10:15.

**posted 12/11/00**