**Guest Speaker – Dr. Christine Taylor**:

* Diversity mapping on campus – with sub-groups (just for faculty / just for staff / just for students) identified that UA diversity has a global but not a local focus
* In progress on creating a: “Because I said I would” initiative
* In progress on creating a bias and hate reporting system:

Academic Diversity Council has members from each college

**Next Steps**:

* Provide in-service training for staff, not for “if it happens,” but for “when it happens”: how do we recover?
* Create a strategic plan for the diversity office

**Q**: How do we reach out to those who aren’t already bought in?

**A:** We work to reach out to, and to educate, people about the opportunities

**Q:** UA has a Xmas tree but repudiates other symbols: any comment?

**A**: Good to bring a number of groups together to have a larger campus conversation. Get everyone to the table at once

**Q:** What’s the purpose of a campus hate report?

**A**: It simplifies the reporting process, providing deliberate and automatic follow-up. It helps us define campus “hot spots”? It improves response time and lets us know how to most effectively work the channels of the institution

**Q:** Are you going to make a difference on this campus?

**A**: Yes – I can inspire others to set a new agenda for the future. We’re going to take our institution to the next level

**Q:** Are you working with new student orientation?

**A**: Yes

**Q**: Are you addressing service burdens for under-represented faculty?

**A:** Not yet – but it’s an agenda item. We want to create a mentoring process: diversity work should get credit as service and not just overload

**Dr. Taylor is available in 319 Rose Admin** and at [diversity@ua.edu](mailto:diversity@ua.edu)

**Diversity, Equity and Inclusion Committee report – Mirit Eyal-Cohen and Ozzie Molina**:

* Met with Mallet Assembly who hope to increase visibility / promote ideas. They have ~35 in residence and are dealing with issues of gender / sex / sexual orientation discrimination

Discussion: Administration says that the Menorah is religious (vs. the US Supreme Court – 1989, which says that the Christmas Tree and the Menorah are not religious symbols).

Voted to approve the resolution being sent to the administration (61 present): 57 yea’s / 1 opposed / 3 abstentions (see website)

**Faculty and Senate Governance – Angela Benson and Ibrahim Cemen**:

* Mediation Committee: JoAnne Oliver and Cassie Smith

**Faculty Life – Julia Cartwright and James Gilbreath**:

* 12-month parental leave policy: contact the Benefits committee if you have faculty who fit the descriptor
* Exploring housing options for new and / or temporary faculty
* Exploring the possibility of free faculty access to the Rec Center