

**University Diversity Advocacy Council:
MEETING MINUTES
September 17, 2009
1:30 p.m.
267 University Hall**

Present: Sarah Bibb, Allan Boggs, Carl Brun, Rick Danals, Helen Kay Dean, Edward Depp, Dan DeStephen, Lillian Johnson, Dana Paterson, Simone Polk, Josh Powers (Visitor), Larry Prochaska, John Rogers, Jeff Vernooy, Juanita Wehrle-Einhorn

- 🍷 Welcome Josh Powers, visiting from Indiana State University.
- 🍷 Congratulations to Jeff Vernooy. Jeff remains Director of Disability Services, but now will head Diversity Initiatives on campus. Jeff's new office is 294 University Hall.
- 🍷 Academic Affairs is working on their own departmental diversity web site, to be used as a means of communication.
- 🍷 University College has just launched an updated site. Check it out! <http://www.wright.edu/uc/>
- 🍷 Another meeting will be set up with UDAC and Communications and Marketing to discuss needed updates to the main Diversity web page that WSU has listed.
- 🍷 COSM and college of Engineering and Computer Sciences has an advance grant from NSF to implement, hire, and retain women faculty. the grant is a consortium of Central State, WSU, UD, and Air Force Institute of Technology and is called the leader program.
- 🍷 UDAC strategic plan will be posted on UDAC website, as well as upcoming meeting dates for the next fiscal year. If anyone has diversity pages on their web sites, feel free to send them to helen.dean@wright.edu to be linked to our UDAC site.
- 🍷 Collective reports are being created to monitor assessment of diversity issues on campus, which include curriculum goals, hiring goals, etc.
- 🍷 COSM has an Advanced Learning program, and are working on uniform hiring practices and policies for faculty. Diversity representatives should be on all hiring committees.
- 🍷 A dual career policy is being reviewed by the Provost. 117 took the buyout, so campus structure will be changing. We are looking at the diversity of our campus leaders.
- 🍷 The Department of Labor has been auditing Affirmative Action hiring practices. Right now, various groups are being interviewed, including veterans, disabled, pregnant, etc.
- 🍷 "Real World WSU" is a new program for incoming students, done during the first week program. More than 350 attended, learning to be open to various cultures. This may be a program that could be shared at the next NCORE conference in the spring, as well as Quest Across Campus.



- 🍁 The Multi Cultural Center is trying to be more cohesive; working on a new logo and marketing campaign.
- 🍁 We are working with the Dayton Dialogue on Race to appeal to more people.
- 🍁 Student Affairs, Student Health, Athletics, Student Union are all working on bylaws.
- 🍁 Student Affairs continues work on their web site updates.
- 🍁 The Tunnel of Oppression will be held October 6-9 in the Student Union, and is open to all, including the community. All department heads are asked to encourage staff to experience this event.
- 🍁 October is National Disability Employment Awareness month.
- 🍁 All are encouraged to attend the Presidential Lecture Series on October 15 at 7:00 p.m.. Richard Pimentel is an expert on disability and diversity issues in the workplace.
- 🍁 GLBTQA initiatives are being worked on. Rainbow Alliance, Safe Space Program, Panel Program, etc are being elevated. Work is being done to complete a GLBT web site.
- 🍁 What are UDAC priorities this school year?
 - Better ways of communication across campus
 - Trainings that need to happen
 - Assessment of diversity initiatives; how do events (that are attended) change people?
- 🍁 6000 courses are now being reviewed. It is a great chance to look at course templates. Cultural competency should be incorporated in all courses.

Right now, we have a unique opportunity to make diversity initiatives happen: New staff coming in to replace some of those retiring, new students coming in, all curriculum preparing to change from quarters to semesters.

The next UDAC meeting will be held October 12, 2009.

www.wright.edu/udac/

