# President’s Commission on Diversity and Inclusion

# Meeting Minutes

Wednesday, November 30, 2016

9:30 – 11:00 a.m. 202 Sutton

Present:

Yaw Asamoah, Co-Chair

Kate Linder, Co-Chair

Asmaa Alshehri

Charlotte Bellas

Allison Baker

Shelly Bouchat

Daniel Burkett

Andrea Campbell

Callie Campbell

Melvin Jenkins

Shirley Johnson

Megan Knoch

Demond Mullins

Irvin Rivera

Debra Valentine-Gray

Kustim (Tim) Wibowo

Guest: President Driscoll

1. President’s Charge to the Commission
2. Work to increase engagement and interactions across campus.
3. Focus on providing advice and gathering information about the initiatives on campus, as opposed to sponsoring programs or events. Use our work as a way to engage other, already active groups and organizations. The Commission was created to recommend policy for the university.
4. Set specific short-term goals for the Commission while keeping in mind the expansive role this entity will play for the university and community.
5. Engaging our student body is the key to having the greatest impact on our campus and in the world.
6. Focus on ways to help individuals think and interact constructively, and ways to disagree respectfully.
7. Overview of the Commission’s Work
8. The Commission is being formed on a foundation of transparency and openness. This initiative has the opportunity to impact IUP, and to be able to do so, we must engage the community and share our progress.
9. This will be a long-term, sustainable commission, and all work will correspond with IUP’s current strategic plan.
10. A cornerstone of our work will be collaboration with sister organizations already established in our community.
11. The Commission plans to provide President Driscoll a set of recommendations by the end of the Spring 2017 semester.
12. Focus areas will be established by the end of this (Fall 2016) semester and sub-committees are to be formed by Commission members to gather information.
13. All areas and members of the IUP community will be engaged throughout this process, including the branch campuses.
14. Open Discussion
    1. Concern was expressed about the Commission make-up, and an expectation that most demographic groups would be represented on the Commission. In the discussion that followed, it was observed that:
15. Using sub-committees to provide the voice for individual groups on campus would help address this concern.
16. It may be difficult to impact the majority view without a majority voice involved in the process. Minority groups are not the source of the problem of inclusion. At the same time, one should not expect a monolithic majority position on any given issue.
17. The Commission and sub-committees will need to build bridges with others and engage the campus and community to create change.
18. It is important to also engage our students in this process. They will need to have a voice in this work.
19. Adjournment

Next Meeting at 4:30 p.m. Monday, December 5, 2016-Conemaugh Room, HUB

\*Commissioners were reminded to:

1. Check X-Drive to assure that they do have access the folder

2. Review Commission supporting documents in the X-Drive folder

3. Come ready to discuss and rank the focus areas

Minutes submitted by: Allison Baker