Absent: Cathy Conway, Brina Ford, Dale McLain, Jon Reid, Kathy Hendrix, (Wayne Jones, Sharon Morrison-proxy).

1. Subcommittee Reports
   a. Dr. Elliott reviewed more of the conclusions from the diversity survey
      i. The 0’s on the survey were a result of 1st semester freshmen answering
         questions about previous experiences on the SE campus. He corrected for
         this which increased the validity of the results
         1. The highest areas of discrimination were gender and age
            a. Gender: highest was female with 25% before SE and 2% after
            b. Age: highest was oldest people before SE and mid-ages group after SE
         2. None of the changes in discrimination were statistically significant
         3. Dr. Elliott would like to look at the survey before it is available to
            students to tweak some of the questions, perhaps adding numerical
            variable rather than categorical variables.
         4. The student representative suggested giving the survey to a few test
            students to make sure they are reading it as it was intended.
         5. Dr. Elliott believes getting more seniors to answer the survey will
            give a better result.
      ii. Dr. Lisa Coleman discussed her recently published book and handed out
          copies of the 2009 Honors English Composition Selected Works. Dr.
          Coleman’s book is Setting the Table for Diversity. She handed out copies of
          the table of contents and described what each chapter covered as well as
          the background of each author. The book is not available yet but is
          definitely one we should add to the collection.
   b. Policy & Procedure
      i. Randy Prus discussed the campus initiative of working on definitions of
         diversity within each department. How diversity is included in courses and
         activities and how it is assessed.
      ii. The March 9 meeting with Dr. Minks led to some confusion about the plan
          submitted for curriculum enhancement. Dr. Stubblefield explained that Dr.
          Minks had questions about the loop for continued improvement. She asked,
          “How does it become a living, breathing growth process?” Dr. Elliott agreed
          that previous attempts went nowhere and perhaps participants need to see
          support over time to take such initiatives seriously. A video has been
created by Dr. McLain who was not there to show it. Dr. Stubblefield has seen it and is very impressed with it. Dr. Stubblefield mentioned the book *Start Talking: Difficult Dialogues* as part of the final step to get people out of their comfort zones for honest conversations about our differences and for creating a welcoming atmosphere where we can admit we don’t always understand where others are coming from and invite them to talk about their differences in a welcoming, safe environment.

iii. The letter to Dr. Minks has been held until NCATE is over. Dr. Claire invited everyone to look it over for mistakes as it will be sent tomorrow.

c. Dr. Su had nothing to add about the website. Claire said NCATE viewed the website and approved.

2. Dr. Stubblefield stressed the need for documentation and assessment in diversity and engagement. Everyone agreed the importance of addressing diversity through engagement. The collaboration is a needed first step in creating a community of learners.

   a. Dr. Coleman expressed some frustration in this area because of the disappointing attendance to many of the activities she and her students have arranged.

   b. Dr. Stubblefield thinks having announcements and information in a central depository (website) for dissemination will improve participation.

3. Dr. Stubblefield would like to improve collaboration between colleagues on campus. One example she gave is Dr. Coleman’s could have collaborate with several professors doing similar work for information. This would reduce the need to re-create research, literature reviews, etc. that has already been done and encourage the building of community on campus.

4. Dr. Stubblefield asked for volunteers to review the policies and procedures for needed changes. Cathy Conway, Dr. Weiner, and Dr. Von Bergen volunteered.

5. Dr. Stubblefield encouraged participation on the following:

   a. Institutional audit and letter
   b. Carnival of Cultures
   c. Disability Etiquette
   d. Difference in Men and Women-Communication

6. The meeting ended with a suggestion by Judge Hatch that the campus invite community leaders to partner in initiatives to inform and engage community members thus offering them a chance to meet and interact with diverse populations.

   a. Dr. Su has informally reached out to Asians who are new to this country. He said he meets with about 40 people, many work in local restaurants.

   b. Dr. Prus suggested this is why diversity and engagement overlap.

   c. The lack of cohesive communities in Durant among minorities was discussed and it was suggested that SE could be a place for them to meet and interact with others.

   d. Durant is also anti-disabled according to one attendee.

7. Meeting Adjourned: 3:20