President’s Council on Diversity
Meeting Notes
Monday, September 28, 2009
1:30 p.m.

I. Dr. Claire Stubblefield called the meeting to order at 1:30 p.m. in the President’s Conference Room.

II. Minutes from previous meetings have been posted on the Diversity website http://homepages.se.edu/diversity. Contact Dr. Stubblefield for corrections.

III. Director’s report – As of 9/28/09 295 freshmen had completed the Diversity Survey and 38 surveys are in process. 73 seniors have finished the survey with 26 in process. The survey was administered in conjunction with enrollment. The data collected will be used for benchmark information.

IV. Activity – Sexual Identification Activity
   a. The group was asked to identify the sexual orientation from 10 different scenarios. This led to a discussion of how to identify people. For example: 1) self-identification; 2) desire/feelings or actions/behaviors.
   b. Presently SE has no specific policy on sexual preference but institutionally, the conversation needs to begin.

V. Policy & Procedure Report – Cathy Conway
   a. OU and OSU have sexual orientation statements in their hiring policies. See “3.0 Staff Employment Policies” handout from OU and the “Inclusiveness” newsletter from OSU.
   b. Question: Should SE pursue a protected status for sexual orientation. At present there is neither a state statute nor a federal statute in place.
   c. Matt Haggy, SGA President sits on the State Student Advisory Board and from his last meeting his understanding that there was no point for students to address this issue until the state acts.
   d. Cathy Conway indicated that she would get general council’s approval before moving ahead on this issue.
   e. Cherrie Wilmoth introduced a perspective/directive from the NCAA.
   f. Cherrie Wilmoth submitted the following directive from the NCAA in an email to Dr. Stubblefield on 9/29/09. The exact wording of the directive should clear up any questions.

The Programs Purpose

One of the initial purposes of the self-study is to sensitize conference and institutional administrators and key campus constituencies to questions and areas of concern within athletics programs. In this role, the self-study serves not only as an information-gathering tool, but also as a checklist to help ensure a comprehensive review.

The self-study also has been designed to help pinpoint specific areas where policies, procedures or practices (or lack thereof) may represent areas for enhancement. For this use, it is essential that the
self-study be completed as accurately as possible by conference and campus constituencies that are widely representative of different viewpoints regarding the athletics program.

ISSG

The ISSG must be completed at least once every five years for a Division II or III institution to meet the self-study requirements of Constitution 6.3.1. An institution may choose to complete the ISSG at any time within its five-year cycle. For example, as changes in institutional or athletics leadership occur, the ISSG may be a helpful tool in familiarizing key administrators (e.g. CEO, faculty athletics representative, director of athletics) with their jobs and/or provide the institution with a current evaluation of its athletics program.

A completed ISSG is to be retained on file with the institution and made available for examination upon request by authorized representatives of the Association.

Failure to complete the self-study report within the five-year time period shall be placed on probation for one year pursuant to bylaw 20.02.3 and shall not be eligible to receive Division II enhancement Funds proceeds.

There are importance ratings assigned to each question.

Minor – Are indicative of less threatening situations: nevertheless, they should command some attention in efforts to follow-up on the self-study.

Significant: is indicative of situations that may threaten the athletics program integrity.

Very Significant: Is indicative of situations that already may be or may become a major threat to the athletics program integrity.

SPECIFIC QUESTIONS:

Under Institutional Purpose and Athletics Philosophy

Does the athletic philosophy include explicit reference to the physical, emotional and social welfare of student-athletes including gender issues, ethnic diversity and sexual orientation related issues? (Significant)

Does the institution have a gender equity or Title IX Committee? (Significant)

Does the institution have a Title XI officer? (Very Significant)

Under Sports Programs

Does the institution periodically assess its current progress in the areas of:

Other areas of potential discrimination (e.g., gender issues, ethnic diversity, sexual orientation? – (very significant)
The following plans are very significant

Gender Equity – Does the gender-equity plan specifically review the status of the program

Minority Opportunities – Does the minority opportunities plan specifically cover certain areas

Under each of these areas – there are list of specific items that relate to each.

g. Question: Should SE pursue research on the topic of sexual orientation?
   i. Dr. Yoe suggested that there is no discrimination in the workplace including on
      insurance.
   ii. Dr. Jones suggested that SE push the envelope and pursue the issue.
   iii. Matt Haggy thinks that the students will support the initiative but would like to
      have the support of the faculty and staff.
   iv. SE does not address the issue of sexual orientation in either the mission
      statement or the vision statement.
   v. Dr. Stubblefield indicated that the conversation needs to continue and
      suggested that Matt Haggy and Chris Wesberry work with the Policy and
      Procedures subcommittee.
   vi. The issue was tabled for the present time.

h. The Policies and Procedures subcommittee will be featured again in the November 2009
   meeting.
   i. Programming and Activities subcommittee report – Kathy Hendricks –
      i. SE needs to have a diversity inventory from each minority group/organization.
         The Native American inventory is almost complete and could serve as a model
         for others.
      ii. Having a sexual orientation survey was mentioned but it was decided that this
         initiative should come from Dr. Stubblefield or from President Minks.
      iii. There will probably not be any programming/activities this year.

j. Website and Image – Ellen Hendrix
   i. Question – Should SE have a disclaimer on the website? Answer – Yes.

k. Recruitment and Retention – Dr. Brett Elliott – no report
   i. Dr. Elliott has been named interim chair until the subcommittee can be
      reformed.
   ii. Dr. Stubblefield will visit with the subcommittee to revive their mission.

VI. The Council will not meet in October.

VII. Next meeting was tentatively set for November 11 at 1:30 in the President’s Conference
     Room.

VIII. Meeting adjourned at 2:50 p.m.