Dean’s Diversity Lunch
Agenda — 11/6/06

1. We should have someone take minutes so that we have a record of decisions, and so that members who miss meetings can keep track of our discussions and decisions.

2. What food do you want for lunch? Bring your calendars so we can choose a regular meeting time.

3. Have you read the 2006 Annual Report by the President’s Commission on Diversity? If not, please do so.

4. What other reports should we be reading? Who has copies or where can we get them?

5. What other groups are currently working on promoting diversity and what is their focus? That is, which activities are already being done by others?

6. I see us as a group focused on implementation of many small steps that will have the cumulative effect of increasing diversity at Union. I don’t see us as another group studying the issue of diversity. I think that has probably been done as well as can be. I think we should take some of these ideas, get behind them, and work to make them happen.

7. **A fundamental principle:** changes that require a great deal of money will not happen, or at least not very fast. Examples: adding staff, tenure track faculty lines, or new buildings. Therefore, requests of this type should be limited, although not necessarily avoided entirely.

8. I see four broad areas in which we could work: promoting student diversity, faculty diversity, curricular diversity, and social diversity. I think we should focus initially on faculty diversity and curricular diversity because these are important needs and are the areas in which we have the most expertise. We can probably have the greatest impact here. Are there other broad areas I have left out? What do you think should be our priorities?

9. Should we define the diversity we seek to promote broadly or narrowly? The 2006 Annual Report of the President’s Commission on Diversity defines it broadly, as follows:

   “We understand diversity to include diverse groups based on the following: Ethnicity, national origin, race, culture, gender, inclusion of all ages, people of all physical and mental abilities, sexual orientation, religion, faith, and socioeconomic status.”

I favor a broad definition, in part because I would like to include internationalizing our campus (faculty, students, curriculum, and socially) as one of our goals.

10. **Decisions:**

    A. What should be the membership of our group?

    B. How widely should we announce out meetings and should they be open to people outside the membership?

11. Choose homework to do for the next lunch

12. Choose a topic for the next lunch

13. Choose a date for the next lunch