

**Chancellor's Cultural Diversity Council**  
**September 12, 2014 2:30 P.M. to 4:00 P.M.**  
**Woods Hall - Room 101**

Members present: Tom George, Bob Bliss, Deborah Burris, Lisa Busalacki, Alice Canavan, Yan Tian, Maria Balogh, Meg Naes, Chris Dames, Pat Boyer, Alan Byrd, Cameron Roark, Kat Riddler, Kuei-Hsiang Hsueh, Antonio Rosas, Raleigh Muns, Jamie Linsin, Charlotte Petty

**I. Welcome/Opening Remarks-Deborah Burris**

Deborah Burris welcomed all members. Each member introduced themselves.

Tom George welcomed the group. He said that from the founding, the council has been successful. Tom thanked the group for the two Ferguson Forms conducted on campus. He said UMSL will continue to seek consult from the CCDC on these matters.

**II. Review of CCDC 2013-2014 Summary-Bob Bliss**

Bob Bliss reviewed the 2013-2014 summary.

**III. Diversity Action Plan (DAP)**

Deborah gave a short history of the development of the Diversity Action Plan. She stated that the results of the Campus Climate Survey were used as the basis for creating the DAP. Deborah explained that the DAP is used as a guide to create change on campus in terms of diversity. She asked the chairs of each subcommittee to give updates to the larger group.

*Five Year Review*

Deborah reported that the Five Year Review Committee submitted their additions for the Five Year Review template to Glen Cope and the changes are in place.

*Hourly Employees/Inclusive Campus*

Deborah stated that the CCDC added new members (hourly employees) to the group last year to get a more inclusive picture of the UMSL community.

Meg Naes reported that the subcommittee conducted a focus group over the summer to understand the experiences of the hourly employees on campus. She said that the session was well attended and that the participants were engaged in the process. Meg shared that Lisa Busalacki typed up the transcript and the group is currently working on analyzing the data. She said that the next steps will include making recommendations to the council.

*Cultural Competency Training*

Lisa Busalacki reported that Harlan Hodge and Jermine Alberty, the co-chairs for the subcommittee, were unable to make the meeting. Lisa said that the training program

will include three phases: a mandatory online training, a small group training, and a “train the trainer” training that will train UMSL community members to lead the small groups. The second and third components will be optional. Lisa said that the subcommittee divided into two groups, a content group and a framework group. She explained that the content group will look at what materials /issues would be presented in the trainings and the framework group will look at the organization of the online component.

#### **IV. UMSL Ferguson Forums**

Deborah asked the council for feedback and comments about the two Ferguson forums. She said the intention of the forum was twofold: 1) for people to gather and actively participate in the community discussion and 2) for action steps to be outlined. Alice Canavan commented on the strong presence of students at the forums. Lisa reported that each forum had about 40 people. The Chancellor reported that other groups are coming to campus in response to the events in Ferguson. He mentioned the following: PBS and St. Louis public radio. The Chancellor emphasized using the expertise of faculty and staff at UMSL when taking further steps to address Ferguson. Deborah suggested doing a summary of all the services on campus related to Ferguson. She said this would help to know when people are looking for a way to get involved. Deborah mentioned that the CCDC e-mail could be used for this task. The Chancellor stated that Patricia Zahn is the designated point person for all activities related to Ferguson. Carl Hoagland stressed the need for UMSL to continue to be involved with the Ferguson community.

Deborah outlined the next steps. She said the first two forums were the first of a series of forums. Deborah explained that the group is now tasked with categorizing the themes. She said these themes will create the topic areas for the subsequent forums. The larger group divided into three smaller groups to categorize the data. Deborah instructed the groups to outline three to five topics of high importance.

The groups reported the following data.

##### Question 1

- Political/Representation/Engagement
- Police Militarization/Violence
- Discrimination/Race Relations
- Power of Media/Ethical Reporting
- University’s Role/Community Involvement
- Conversation Skills/how to have a civilized conversation about race/tools for talking

- Police Presence
- Youth of North St. Louis City being heard, giving voice
- Include civil rights/human rights in general
- How to resonate with whole community
- Media, images, coverage (video specifically)
- Diversity, diverse attitudes, diversity of issues (who cares about what and why they care)

#### Question 2

- Engaging students in civil matters
- Have an honest conversation about race
- Breaking down stereotypes
- Presence in community-grow and extend relationships
- UMSL needs to be vested in the community
- How actually dedicated is UMSL to cultural diversity?

#### **V. Upcoming Meeting Dates**

- October 10, 2014