

Charge of Council:

1. Implement current and future inclusiveness and diversity action plans and annually evaluate specific plans for achieving university short and long term efforts;
2. Examine existing structures that inhibit inclusiveness and recommend changes that create greater inclusion;
3. Serve in an advisory capacity to the campus and external community in developing concepts to meet CWU diversity aspirations;
4. Integrate the university's inclusivity efforts among the members of the campus and surrounding community;
5. Facilitate communication of CWU's commitment to diversity and inclusivity;
6. Serve as a resource and participate in university strategic planning.

Demographics: Students:

- Reviewed Table 1.1 Race & Ethnicity report (by headcount)
- Kande will request a Race & Ethnicity Unresolved report which is to Hispanic, Latino/a, & Chicano/a
- Tabled

Diversity Report

- Reviewed 2014 Diversity Report with graphic on diversity of students
- Report will need to be approved and submitted as final, currently in draft form

Diversity Awards: February 5:

- A subcommittee was formed to nominate awardees to be recognized for demonstration to diversity in the following categories:
 - o Faculty
 - o Staff
 - o Administrator
 - o A Team
 - o A Student
- The subcommittee volunteers: Kathleen Barlow, Gail Farmer, Judy Hennessy, Raymond Hall, Diane Fishel-Hall, & Arthur Manjarrez, the committee to meet and report at the November 24 meeting. Gail will organize the first meeting
- This Diversity Recognition event must coincide with the Board of Trustee on campus meeting. The evening of February 5 in the Sue Lombard dining room has been slated for the event and will be arranged with the President's office. Event will have heavy hors d'oeuvre prior to the speakers and then dessert and coffee to wrap up the evening; no dinner

Tim Wise @PAT:

- End of February Tim Wise, anti-racist activist, is expected to present/train the Deans and Directors at the President's Advisory Team 2 day meeting. The President's Office covering the cost for this event; possible event for the university community has been suggested.

COACHE:

- Reviewed table 2: Benchmarks by Gender and Table 3: Benchmarks by Race
- Table 2 - 194/309, 63% response rate
- Table 3 - 41/51, 80% response rate
- Total faculty rate 50%
- The 'non-report' option has data supporting that this is 'white' not reporting
- Areas of concern: faculty of color & women
- Judy Hennessy explained that the results for compilation of the report while directing the committee to the faculty senate website for COACHE info which includes, Faculty Job Satisfaction and summary instrument
- Meetings:
 - o October 31 with Faculty Senate Executive committee, Judy Hennessey and Dominic Klyve
 - o November 14 Grupe Center (present to the department chairs after ADCO)
- COACHE is excited about the involvement of administration at CWU and the support of this survey
- This report will be used as a baseline for future COACHE reports

Next Meeting: November 24, 2014 Noon Barge 412 (DE Des Moines)