

**SAMUEL MERRITT UNIVERSITY
COMMITTEE FOR EQUITY AND INCLUSION**

MINUTES

September 14, 2009, HEC 203

Present: C. Elliott, J. Garten-Shuman, J. Stamos, M. Eisenhardt, S. Cantrell, P. Barbosa, B. Ching, Ellen Mitchell, Avi Goldman, Nykia Hunter, Sophia Faulding, K. Allen, P. Miskin, R. Huber, A.

C. Elliott welcomed the group and reiterated the intention of the Committee in creating a more equitable and inclusive community to benefit us all.

J. Garten-Shuman presented a brief background of the Diversity Plan and how it is a direct result of a mandate from the Board of Regents to "create a culturally diverse university."

Diversity Plan Discussion

- There is a need for coordinated effort throughout the University; at present there are a number of committees working on specific issues of integrating diversity in the curriculum, increasing admission and retention of underrepresented students, and recruitment and retention of faculty of color.
- There is a strong recommendation for common initiatives between and among the groups, and a vital need for ongoing conversation.
- Who provides oversight and how does the University present an inclusive picture of equity and inclusion?
- Compassion/empathy should be core in any diversity goals. How can good work within the University be shared among the stakeholders.
- Inclusion Explosion date options are March 29 or March 30. K. Allen will be making a final decision on the date with input from the community.
- How can programs be brought to the learning center (i.e. Inclusion Explosion)?
- Members related experience in all facets of trying to bring together groups for important conversations/events/discussion, noting that complex scheduling in the programs make this difficult.
- A core learning competency for an SMU graduate is that the student be culturally competent and compassionate and caring. As a result, these competences should clearly be part of the curriculum. In order to accomplish this, it is important for the University's commitment be apparent.
- Perhaps there can be some consideration for a uniform module for a diversity discussion throughout the programs.
- Consider mandating diversity training similar to the mandated customer service training.

- Set aside the next meeting (September 28) as a work meeting to finalize recommendations from the Equity and Inclusion Committee to President's Council regarding the Diversity Plan.