

Diversity Committee Meeting Minutes

January 27, 2016	11:00 AM – 12:00 PM	Conference Call – Online
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Attendees:	Rafael Angulo (Co-Chair) & Dr. Renée Smith-Maddox (Co-Chair) Janice Boafo (MSW Student and Assistant to the Diversity Committee), Rebecca Halpern, Melissa Singh & Dr. Ruth White
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Unavailable:	Dr. Karra Bikson (teaching), Dr. Kim Finney (teaching), Dr. Tyan Parker Dominguez (Faculty Council), Dr. June Wiley (teaching) & Dr. Terence Fitzgerald & Dr. Stephanie George (teaching)
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Welcome & Introductions – Dr. Smith-Maddox

- Members were welcomed and attendance was noted.
- Janice Boafo, Assistant to the Diversity Committee, was introduced.

Review of Prior Meeting Minutes & Diversity Committee Workplan – Dr. Smith-Maddox

- The committee reviewed the December meeting minutes. There were no edits required.
- Dr. Smith-Maddox shared the workplan and agenda via email. All members agreed to proceed with discussion of the items as presented.

Office of the Provost Campus Climate Committee – Dr. Smith-Maddox

- The following Diversity Committee members will be in attendance at the Provost’s retreat: Ruth White, Melissa Singh, Tyan Parker Dominguez, Rafael Angulo & Renée Smith-Maddox.
- Dr. Smith-Maddox has received additional information regarding the roles and responsibilities as well as the job description of Campus Climate Committee members. It was noted that there will be a budget and staffing allocated. The Diversity Committee will discuss any further related actions after the retreat occurs.
- It has been vocalized among Campus Climate Committee members that President Nikias’ absence from the committee’s activities has been noted by many. This has increased pressure on the Provost and the task force.
- In relation to this, Rebecca Halpern expressed that the library workforce is focused on not only recruitment but retention of a more diverse workforce.

<u>Action Items</u>	<u>Person Responsible</u>	<u>Deadline</u>
Attend Provost’s campus climate retreat & report back	Dr. Smith-Maddox & Rafael Angulo	March Meeting

Committee Member Updates – Various

- Dr. Smith-Maddox explained Janice Boafo’s role in supporting the committee.
- Karra Bikson: Not present at today’s meeting. Dr. Smith-Maddox provided a brief update indicating that Karra, Melissa Singh, Dr. Parker Dominguez and herself are

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involved in research team on the Campus Climate Committee on behalf of the VAC learning platform with Charlie Kappie. Committee members would like to develop a fluid training that incorporates new issues appearing nationally. Dr. Smith-Maddox requested that committee members share articles, books or other materials that help us to think about the challenges of addressing diversity & intersectionality.

- Melissa Singh: The work of the above mentioned research group is in line with Professor Singh’s dissertation for her EdD which seeks to address student’s perceptions of unconscious bias and micro-aggressions. The result will be to be used to provide faculty trainings, models for instruction and information sharing.
- Rebecca Halpern: Rebecca met with Janice on 1/14/16 to discuss revisions to the Diversity webpage. The goal is for the page to be a resource for instructors and faculty. Ideally they would incorporate content from the page into their teaching and writing. Rebecca has reviewed current content and additional outside resources including those suggested by committee members and has initiated a spreadsheet to track resources. Rebecca will continue to work with the USC webmaster, Andrew Taylor to have a launch of the updated page by May 2016. The committee requested equipment to be used for diversity PSAs and other media. Rafael Angulo will take the lead in creating that media once the equipment is secured.

<u>Action Items</u>	<u>Person Responsible</u>	<u>Deadline</u>
Review webpage spreadsheet & provide additional resources	All Members	March Meeting
Provide status update on equipment requested for diversity PSAs	Rafael Angulo	March Meeting

Proposed Events for Spring 2016 – Various

- New Proposals: The following new events were discussed briefly:
 - *Mass Incarceration*: Dr. Robynn Cox, COBI faculty member, has agreed to present on the subject of mass incarceration and disproportionality with is her area of expertise. A date is to be confirmed for late February.
 - *Dr. Jody Armour & Dr. Sherman Jackson*: Dr. Armour presented last week on freedom of speech and Dr. Jackson has an upcoming talk on Islamaphobia. Both have agreed to present on behalf of the committee in the near future. A date a topic are to be confirmed.
 - *Film Screening of SacFly with Q & A*: Writer/director Deep Williams has agreed to host a screening and panel presentation showcasing his short film focused on racism.
 - *Paul & Mark Engler*: Rafael Angulo stated that the authors have a book coming out on January 29th and they would be willing to present as part of their book tour. The topic of the book is non-violent revolutions.
 - *Jeff Chen*: Rafael Angulo has reached out to this notable race and diversity
- Event Updates: The following events have been previously proposed and are in varying stages of development with committee members:
 - *Chiapas Mask Making, Dance & Music*: Rafael Angulo is working to confirm a date near the first week of March 2016. The event will include indigenous dance, mythical and archetypal figures as well as mask making a trauma informed

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interactive group discussion.

- *RACE: Are We So Different*: This event will not be pursued as the Museum of Man in San Diego has purchased the rights to the exhibit. Dr. Smith-Maddox shared with the committee that viewing the installation would be a worthwhile group activity for committee members during a tie when VAC faculty/instructors are in the Los Angeles area.
- *Students of Color & Allies Policy Forum*: Janice shared that she has made contact with the event co-chair. A meeting will be scheduled to discuss Diversity Committee participation in the event as well as the theme and date.
- *Dr. Terence Fitzgerald*: Rafael Angulo shared that this critical race scholar and USC Clinical Asst. Professor will present to field instructors from accredited schools of social work across southern California on February 12th. The theme is race, diversity and clients in field settings. Dr. Smith-Maddox stated that Dr. Fitzgerald is in talks with School of Social Work, Dean Flynn & Cherrie Short, regarding participation in Dr. Fitzgerald’s conference on race. Dr. Smith-Maddox and Rafael Angulo will be meeting with Dean Flynn and will provide an update at the next meeting.
- *Gabilan Courtyard*: This interactive art event may be moved to Fall 2016. Janice suggested that there may be a way to incorporate the Diversity Committee in immersion programming.
- *Campus-wide Event- Dr. Camara Jones, APHA President Elect*: Dr. Parker Dominguez has facilitated Dr. Smith-Maddox’s contact with Dr. Jones and she is awaiting a confirmed date for Dr. Jones to come to campus. Dr. Ruth White mentioned that she is on the board of the APHA journal. The goal would be to have a campus-wide event and to have both Dean Flynn & the Provost welcome her to campus as well as have the event followed with a reception. Still on the “wish list” of prospective speakers is Dr. Larry Davis, Dean of School of Social Work at University of Pittsburgh and author of several books including ‘Why Are They Angry With Us?’

<u>Action Items</u>	<u>Person Responsible</u>	<u>Deadline</u>
Confirm Dr. Robynn Cox presentation	Dr. Smith-Maddox	February 10 th
Confirm Dr. Armour & Dr. Jackson presentation	Dr. Smith-Maddox	March Meeting
Confirm date for Chiapas mask making event	Rafael Angulo	February Meeting
Confirm date for Engler book tour presentation	Rafael Angulo	March Meeting
Status update on Jeff Chen contact	Rafael Angulo	March Meeting
Update on participation in Dr. Fitzgerald’s conference on race	Dr. Smith-Maddox & Rafael Angulo	February Meeting
Confirm Dr. Camara Jones or Dr. Larry Davis	Dr. Smith-Maddox	February Meeting
Spring 2016 Meeting Schedule – Dr. Smith-Maddox		

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- Janice shared the dates that had been proposed at the last meeting. Unfortunately, several committee members have conflicts with other meetings and teaching schedules.
- New dates will be sent out as part of a Doodle poll. The projected dates will be either the fourth Wednesday or Thursday of each month through April via conference call.
- The final meeting will be a strategic planning meeting held in person on May 18th from 11 am to 1pm. Lunch will be provided.

<u>Action Items</u>	<u>Person Responsible</u>	<u>Deadline</u>
Create committee membership listserv	Janice Boafo	1/29/16
Send Doodle poll to all members	Janice Boafo	2/05/16
Email reminder prior to next meeting	Janice Boafo	1 week prior to meeting