Diversity Council

Minutes

2.20.17

1. Events & Programs
   1. Understanding Diversity workshop was held at NOC Tonkawa on February 3rd. 5 faculty member participated. The workshop was cancelled on Feb. 10th due to a scheduling conflict.
   2. Developing cultural competence workshop was held at NOC Stillwater on February 17th. 4 faculty and 1 administrator participated. Dr. Evans directed to have diversity workshops recorded in the future. Dr. Evans also encouraged supervisors to attend diversity workshops and remind their staff of training opportunities.
   3. We held a Black History Month lecture with Lawrence Ware, professor at Oklahoma State University. Approximately 24 people participated in the event. The lecture is in the NOC portal.
   4. Diversity workshop in Freshman Orientation on Feb. 22nd.
   5. We will host a Cultural Sensitivity workshop with Joyce Henderson on March 8th. This event is sponsored by the Office of the Vice President and the Diversity Officer. Eugene will email faculty, staff, and students. The location is Renfro 112, CM 175, and GU 116.
   6. On March 30th we will host a Women’s History Lecture with Dr. Natalie Shirley. Dr. Shirley is the president of OSU-OKC. The location is Renfro 115, CM 175, and GU 116.
   7. We will cancel diversity workshops for the month of March. The hope is to consolidate efforts and focus energy on the cultural sensitivity workshop and women’s history month lecture.
2. Diversity Survey Results
   1. The NOC Diversity Survey was distributed to all faculty and staff in January 2017. In the first phase of this project, Kathleen Otto and Eugene Smith conducted 3 focus groups in the fall semester of 2016. Data from the focus groups informed the survey and the diversity council in constructing the questions. The NOC Diversity Survey contained 46 items, which included quantitative and qualitative questions via a secure online portal and was available from January 23, 2017 through February 3, 2017. NOC community members completed 131 surveys. Response rates by faculty and staff varied: 64 responses for staff and 67 responses for faculty. Selected demographic characteristics of survey respondents were employment status and location. The diversity council will analyze the results, compare climate survey to national benchmarks, and present a Diversity Report in May of 2017.
   2. The committee will begin working on the diversity report. It is important to develop a narrative in the form of a diversity report. The following sections will be in the report:
      1. Background
      2. Project Design
      3. Sample of Participants
      4. Key Findings – Strengths
      5. Key Findings – Challenges and Opportunities
      6. Recommendations
      7. Table
      8. Appendix
   3. There are three sub-committees: Key Findings – Strengths, Key Findings – Challenges, Recommendation.
   4. There was concern to avoid bias when writing the recommendation. It was clarified that the committee would focus on the writing portion of the diversity report.
   5. Recommendation section of the diversity will be based on themes that was identified by the committee as group.
   6. In the diversity report we will use descriptive statistics to summarize the data points.
   7. Dr. Stinson suggested that we examine other colleges and universities as a benchmark to our survey. It will be important to compare our data to other institutions.
   8. There was a question about climate and how we defined climate.
      1. In this survey, we defined climate as the current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.
   9. The committee reviewed the results of the faculty survey for a common understanding.
   10. The sub-committees are expected to start working on their portion of the report and develop a rough draft in March.
   11. It is important that we have a consensus on what is a strength and what is a challenge. The group will decide as a group what is a strength and challenge
   12. Sub-committee members:
       1. Key Strength – Ashley, Elizabeth, and Eugene
       2. Key Challenges – Stephanie and Eugene
       3. Recommendations – Diana, Barbara, and Eugene
   13. Dr. Evans encouraged that this document provides guidance on what we should now. How can NOC use this information? If we have gaps and challenges, what things do we need to do in this future? How can we build on our strengths?
   14. Diana Watkins suggested that we focus on recommendations after we have decided our strengths and challenges.
   15. Themes and recommendations will come from the comment section of the survey. Diana will also look at identifying strengths and challenges that survey participants discussed.
   16. Dr. Cunningham asked to examine the percentage points between faculty and staff. We need to define if they are separate or together.
   17. Dr. Evans agreed that evaluating the comment section of the survey will be valuable. It suggested to do it simultaneously.
3. Student Survey
   1. We will pilot the student survey in spring semester and distribute the survey in the fall semester.
   2. We will add the data from the student survey will be an amendment to the diversity report.

Next meeting – March 20, 2017

Attendance: Drs. Cheryl Evans, Shannon Cunningham, Rick Edgington, Ed Vineyard and Pam Stinson, Jason Johnson, Gina Connwerdy, Diana Watkins, Stephanie Scott, Ashley Acklin-Duren, Elizabeth Gonzales, Barbara Stadler, and Eugene Smith