

**IU Kokomo Diversity Committee  
Meeting Minutes  
Thursday, November 6, 2008  
9:00 a.m.  
Bogle Room**

**Present:** Catherine Barnes, Mary Bourke, Donna McLean, JR Pico, Kathy Ross, Masato Ogawa, Kareem Shabana, Gerry Stroman

**Absent:** Robert Dibie, Leslie Blackamore

The meeting was called to order at 9:00 a.m.

**Diversity Proposals**

Three proposals have been forwarded to Bloomington for consideration. They will first be edited by Julie Knost, Director of the Office of Affirmative Action in Bloomington, before being submitted to Ed Marshall and President McRobbie. The proposals include Summer Science Camp submitted by Masato Ogawa, Robert Dibie, Christian Chauret, Linda Wallace, Mary Bourke, Kareem Shabana; Coordinator of Access and Success submitted by Jack Tharp; and a Diversity Course submitted by Donna McLean.

A committee will be formed in Bloomington to review the proposals and decide which proposals will receive funding. Members for this committee are not known at this time. Representation from regional campuses would be appreciated.

One of the proposals that did not go forward and involves training will be considered by Sharon Calhoon for CTLA. There also may be funding in Student Activities or SORT.

The proposal from Business did not fit the criteria, and would have opportunities with other monies.

The proposal from the Library was too costly for this project.

It was suggested to continue the momentum and look for other sources of funding for diversity projects. The McNair Achievement Program <http://www.ed.gov/programs/triomcnair/index.html> was one suggestion. It is geared toward the sciences and is federally funded.

## **Campus Climate Survey**

Kathy Ross informed the group that two surveys, the NSSE survey and an IT survey, will be given in the spring. It might be too late this time, but for a long-term approach, questions can be added to the NSSE survey regarding diversity. The NSSE survey is done every three years.

It is a concern to try to add another survey this spring. It was discussed to work this year on what the goals will be and where the committee would like to go with the survey. Decisions need to be made in order to get the most relevant data from the survey. Kathy Ross handed out data on diversity questions based on survey results.

Since an assessment of the campus has not been done in over ten years, this is a top priority. The committee discussed what knowledge would be helpful to receive and narrowed down some areas for survey questions. They include the following: self-identity; perceptions of student/employee; demographic data; think broadly about diversity categories; climate – feeling safe, feeling welcome, atmosphere, respected, tolerated, inclusive, multi-perspective, valid.

It was also discussed which area to focus on: information, attitude or behavior. It is not a good idea to gather all of that information on one survey. Once an area has been decided upon, focus groups can be put together for discussion. The focus groups can be diverse groups of 4-8. Funding may be possible from Campus Climate.

The committee will meet in December to decide on the area of focus and survey questions.

Meeting adjourned at 10:05.