

## PACDI Meeting Minutes 12/12/14 12:00-1:30 PM

Handouts: [Scripps Faculty Information](#), [D&I Strategic Plan – Academic Program](#)

Topic	Discussion	Action
Welcome and Recap	<ul style="list-style-type: none"> <li>• Successful Winter Luncheon with Scripps community</li> <li>• Board of Trustees December meeting               <ul style="list-style-type: none"> <li>○ 79 students entered the lottery to attend the Student/Board of Trustees dinner</li> <li>○ SCORE staff provided a presentation of their programs and activities for the trustees Friday dinner</li> </ul> </li> <li>• Admission Policy               <ul style="list-style-type: none"> <li>○ Requests from alumnae for further engagement with students and PACDI</li> </ul> </li> </ul>	Request alumnae reps on PACDI identify information sharing and engagement opportunities
Initiative Updates	<ul style="list-style-type: none"> <li>• Sustained Dialogues               <ul style="list-style-type: none"> <li>○ Four moderators chosen: Ella Shahn, Rachel Berner-Hays, Shanisha Coram, Sara Bryk</li> <li>○ Possible topics: Politics, religion, race, loneliness, supporting marginalized students, creating community</li> <li>○ 8-15 students in groups meeting 6 times in the spring semester</li> <li>○ Transition into a CLORG within SCORE</li> <li>○ Groups will begin meeting next semester</li> </ul> </li> </ul>	
Kettering Foundation Meeting Report	<ul style="list-style-type: none"> <li>• Piya and Denise attended Kettering Foundation Meeting in mid-November               <ul style="list-style-type: none"> <li>○ Open discussion with SDCN member institutions about democracy and citizenship</li> <li>○ Emphasis on teaching and cultivating relationships</li> </ul> </li> <li>• <a href="#">Free resources available on website</a></li> </ul>	
Discussion of bias incident	<ul style="list-style-type: none"> <li>• Bias incident –Piya and Sheila Walker drafted faculty letter with contributions from other colleagues               <ul style="list-style-type: none"> <li>○ Call to action to capitalize on the</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Contact Piya if you want to help in campus-wide efforts</li> </ul>

	<p>conversation</p> <ul style="list-style-type: none"> <li>○ PACDI charge: Work with communities affected by bias-related incidents and hate crimes to address issues in a constructive manner</li> <li>○ Bias-related incidents will be included in all future agendas</li> <li>● Rita Roberts will be meeting with concerned faculty on 12/16 to talk about how to create anti-racist actions on campus and support Black students/faculty/staff</li> <li>● Immediate action <ul style="list-style-type: none"> <li>○ Creation of message tiles in Seal Court 12/15-12/18 from 11:30-1:00 to put on wall where the quilt was hung with faculty letter and individual letters</li> <li>○ Letters will also be posted on the IDEA website <ul style="list-style-type: none"> <li>▪ <a href="#">Flyer</a></li> </ul> </li> <li>○ SAS reaching out to Wanawake in programming efforts <ul style="list-style-type: none"> <li>▪ Second step: Discussion of alliance and friendship, sustaining Peggy McIntosh's work on white privilege</li> </ul> </li> <li>○ Black students across the 5Cs staging die-ins</li> <li>○ Students have gone to SCORE to address concerns</li> </ul> </li> <li>● Future actions <ul style="list-style-type: none"> <li>○ Quilt removed due to desecration</li> <li>○ Recreation of a quilt(s) that is anti-racist to lift up the work of heroes throughout history</li> <li>○ Piya working with Professor Valorie Thomas (Pomona) to address site-specific incidents <ul style="list-style-type: none"> <li>▪ Sustained consortium-wide efforts and conversations e.g. Black quilts, healing ceremony</li> </ul> </li> <li>○ Student events next semester at Pomona: Addressing the ways</li> </ul> </li> </ul>	
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	<p>emails are sent out, art producing event</p> <ul style="list-style-type: none"> <li>● PACDI functions as a holding space for different initiatives</li> <li>● Danny Solorzano coming next campus in February to address microaggressions around race</li> <li>● Social media: Deep anti-black racism <ul style="list-style-type: none"> <li>○ Racism on Yik Yak</li> <li>○ Criticism of reading about bell hooks or Audrey Lorde and “theorizing away concerns”</li> </ul> </li> </ul>	
<p>Discussion of D&amp;I Strategic Plan – Academic Program</p>	<ul style="list-style-type: none"> <li>● Key areas <ul style="list-style-type: none"> <li>○ Progress on diversity in relation to academic excellence</li> <li>○ How to engage faculty in discussions about diversity</li> <li>○ Recruitment of diverse faculty members</li> </ul> </li> <li>● Faculty diversity trainings on difficult dialogues began a few years ago; unsuccessful <ul style="list-style-type: none"> <li>○ This year: Associate deans of the Claremont Colleges charged with working with 5C faculty <ul style="list-style-type: none"> <li>▪ Berkeley Theater Group enact difficult dialogues</li> <li>▪ Information reading groups with good turn out <ul style="list-style-type: none"> <li>● Ex. Implicit bias in the classroom</li> <li>● Next semester: Microaggressions, race in America with students</li> </ul> </li> </ul> </li> </ul> </li> <li>● Majority of faculty never trained <ul style="list-style-type: none"> <li>○ Trainings not mandatory, possibility discussed with FEC</li> <li>○ Solutions <ul style="list-style-type: none"> <li>▪ Professors can address oppressive speech in syllabus</li> <li>▪ Integrate trainings into faculty meetings</li> <li>▪ Create incentive e.g. Invitations to attend</li> </ul> </li> </ul> </li> </ul>	

	<p>trainings, thank you notes, faculty-to-faculty personal outreach</p> <ul style="list-style-type: none"> <li>▪ Reframing “diversity training” to “facilitating dialogue:...”</li> </ul> <ul style="list-style-type: none"> <li>• Teaching and Learning Center in development <ul style="list-style-type: none"> <li>○ Best practice seminars</li> <li>○ How diverse faculty of color address predominantly white classrooms</li> </ul> </li> <li>• Faculty hires, training, searches <ul style="list-style-type: none"> <li>○ Search committees- Last year faculty voted in favor of a boilerplate that prioritized the recruitment of a more diverse faculty <ul style="list-style-type: none"> <li>▪ Professors must teach in the Core Program</li> <li>▪ “Preference will be given to applicants with a commitment to the College’s goal of improving higher education for underrepresented students”</li> </ul> </li> <li>○ Training sessions for search committee chairs and members held by HMC faculty members on implicit bias</li> <li>○ Search committee makes recommendations to APT and Dean of Faculty and must address “<i>commitment</i>” to underrepresented students</li> <li>○ Categorization of ethnic breakdown in charts e.g. “Other” “biracial” “unknown” due to self-identification <ul style="list-style-type: none"> <li>▪ New hires will now fill out survey</li> </ul> </li> <li>○ Politics, FGSS, Hispanic Studies, and Painting Departments and Hartley-Burr Chair currently recruiting for open positions</li> <li>○ American Studies and Economics</li> </ul> </li> </ul>	
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	<p>Department not seeking tenure-track faculty</p> <ul style="list-style-type: none"> <li>• Addressing student concerns to Associate Dean of Faculty <ul style="list-style-type: none"> <li>○ Conversations can remain anonymous and private</li> <li>○ David Roselli can address Core concerns</li> <li>○ Dean of Faculty available to meet to discuss student concerns</li> </ul> </li> </ul>	
Discussion of Action Items	<ul style="list-style-type: none"> <li>• Victoria and Denise will work again next summer to provide training for staff members</li> <li>• Victoria is working with Public Events to do a public screening of <i>Freedom on My Mind</i> moderated by Rita Roberts on 1/22</li> <li>• How to further the education of alums <ul style="list-style-type: none"> <li>○ Sean working with Libby DeMeo</li> </ul> </li> <li>• CMC Indian Wedding Party: Student letter being drafted to oppose party <ul style="list-style-type: none"> <li>○ Dean Johnson spoke to Dean of Students at CMC</li> <li>○ SAS made a recommendation to ASCMC</li> </ul> </li> </ul>	

**Next meeting: Friday, January 23 11:30-1:15 Hum 102**