2006-2007
Affirmative Action and Disability Affairs Committee
Minutes
Meeting #1
2:00 p.m.
Tuesday, October 31, 2006
Brink Hall Faculty Lounge

Present: Linnea Marshall, Chair (Faculty/Library); Ernest Biller (Faculty/Teacher Ed.-Special Ed.); Trish Hartzell (Academic Administrator/MMBB); Meredyth Goodwin (Dir. of Tutoring and Academic Assistance Programs); Rochelle Smith (Faculty/Library); Jeannie Harvey (Dir. Women’s Ctr); Marlene Peterson (Facilities Director’s designee); Gloria Jensen (Crd. Disability Support Services); Andy Neukranz-Butler (Human Rights Compliance Officer)

Absent: Steve Beyerlein, Susan Childers, Kenneth Hart, Debbie Buchanan, Doug Vandenboom, Chase Carter, Francisco Salinas, Charles Chambers.

Call to Order: Chair Marshall called the meeting to order at 2:00 p.m. in the Brink Hall Faculty Lounge. We began the meeting by introducing ourselves.

Business:

1) Merging of committees. Andy Neukranz-Butler provided us with a short history of the merging of the Affirmative Action and the Disability Affairs committees. Last year she had received a call from the Senate about streamlining committees and these two seemed like a good fit. The AA Committee met a few times last year, but the DA Committee had been inactive.

2) Respectful Climate Survey. Reviewing some of the accomplishments of the Affirmative Action Committee in 2005/2006, Andy filled us in on the Campus Climate Survey. Athena had done a climate survey in 1999 or before and another survey was done by an external agency in 2001 (a report on the UI Respectful Climate Survey 2002 can be accessed on the Web at http://www.webs.uidaho.edu/hrco/Data%20Files/Respectful%20Climate%20Survey.pdf or through a link on Andy’s Web page http://www.webs.uidaho.edu/hrco/). This survey was in the works to be done again by the same agency when the Office of Diversity and Human Rights was closed and in the aftermath the survey got cancelled. Plans for another survey are still on the table, but not in the works.

One of the issues that the 2002 survey brought out was the negative climate felt by the university’s GLBT students. Trish asked about the outcomes of these surveys: do they lead to positive change? Andy informed us about grant money that is available and that the university has used to work toward improvement on diversity issues on campus. She
and Jeannie are on a committee that is currently working on a grant, which is due December 1.

3) **Strategic Plan.** As a co-chair for the Goal 4 of Strategic Plan implementation team (Organization, culture, and climate), Jeannie Harvey told us about some of that team’s work. (The Strategic Action Plan 2006-2010: Vision, values, and directions can be accessed at [http://www.uihome.uidaho.edu/documents/StrategicActionPlan.pdf&pid=92908&doc=1](http://www.uihome.uidaho.edu/documents/StrategicActionPlan.pdf&pid=92908&doc=1). Jeannie reported that the goal 4 team is currently working on two action plans and a potential third action area: 1) assist campus units to develop diversity action plans following the UI Diversity Plan; 2) create a UI training institute to build supervisory and other skills. The third topic is to address campus parking issues. A lot of what has come up in the climate survey are essentially diversity issues and in support of goal 4, this team has identified the need to assist departments in the process of creating good diversity plans.

This team advocated creating a university training institute that would provide a way for staff, such as new supervisors or new department chairs, to gain the skills that they will need for interacting with people in their job. They also discovered that parking was a very important issue. Jeannie feels that the AA&DA committee can be a lot of help to the Goal 4 Implementation team as they develop action plans in each of these areas.

4) **Disabled parking spaces.** Andy, Meredyth, and Gloria were able to fill the rest of us in on the current status of disabled parking spaces in the heart of campus, especially near the TLC and Commons. Andy described how the spaces were removed by Facilities without prior discussion with and consideration of all of the stakeholders, the importance of having these spaces available for students with disabilities, the steps that she has taken to restore them, and the obstacles encountered. We began to address the question of what the AA&DA Committee can do to help resolve this problem when it was time to adjourn our meeting. We recognized the need to take up this issue again soon and decided that the committee will meet next week to continue our discussion.

Adjournment: The meeting was adjourned around 3:00 p.m. The next meeting will be Thursday, November 9, 2006 at 4:00 p.m. in the Brink Hall Faculty Lounge.

Respectfully submitted,

Linnea Marshall