Introductions

Document with description of Ubuntu committee shared

Liz Brandt – Faculty Senate Secretary – shared background of Ubuntu committee and ideas for where we could focus our efforts:
- Historically, lots of committees on diversity so combined into the Ubuntu committee to focus on diversity and equity issues
- Encouraged us to embrace faculty governance and to keep our umbrella large to encompass faculty, staff, and students
- 2 issues she feels UI policy is deficient:
  - Workplace harassment/bullying
    - Currently no policy
    - We could provide a statement of our values and appropriateness
    - Currently, hard to support employees without a policy
  - Advocacy group for disabled faculty, staff, students
    - Currently don’t have an advocacy group.
    - Existing staff focused on compliance, hard to go beyond policy
    - Encourage us to serve as the voice that can go beyond compliance & aspire to be more proactive and supportive of disabled persons’ rights

Process for implementing process – use Liz and Ann as resources; Jan has taken training
- Utilize faculty policy due dates available from the faculty senate talking points

One group of employees to consider in writing policy are those that are paid by the county (e.g., county employees at extension office) or Department of Agriculture but work almost entirely for the University of Idaho – are not covered by U of I policy.

Be sure to collaborate with other committees on campus who are working on similar areas, but also be willing to push beyond existing work

What’s the difference between the President’s Council on Diversity and Inclusion and what we’re doing? Ubuntu is focused on policy.

Erin Agidius, Wes, and Elissa Keim wrote a policy on workplace harassment & presented it to general council. They were not supportive of policy and would be more supportive of a values statement.

In addition to the interests of faculty, staff, and students, we can focus on potential employees with our advocacy for disability and try to make U of I a desired employer

Building a culture of being kind humans can have an even longer-term impact beyond complying with policy; however, it’s still important to have policy to give faculty/staff/students some support

Ideas for moving forward:
- Invite employees to come and talk to Ubuntu committee – one specific recommendation was to have Yolanda talk about what Diversity Council is working on
- Should we create sub-committees for writing contest and our other focus areas?
- Think about whether existing staff resources could be used to focus on advocacy?
- Identify groups to collaborate with, e.g., ADA committee
- Utilize resources: ombuds, Kim Ritter (expert in employment-related policy)