



Diversity Committee

MINUTES

October 27th, 2017

9:00-10:00

R110

Attendees:	Regrets:
Reg Urbanowski	Jackie Gruber
Lalitha Raman-Wilms	Marcia Langan
Tania Gottschalk	Doron Yehudaiff
Janesca Kydd	Audrey Richard
Donna Martin	
Carla Shapiro	
Valerie Williams	
Martha Ainsley	
Sara Smith	

Record of Discussion:

1. Agenda Item #1: Welcome and Introduction

- o Members present and on the phone introduced themselves along with their title within the University

2. Agenda Item #2: Review of Committee Membership

- o Determination that there will be 3 representatives from each college, totaling a max of 15 members
- o Request made by Donna Martin that a member of Ongomiizwin be added to the roster

Action: Dentistry, Lalitha and Reg to recruit members of their particular colleges to the Diversity Committee

3. Agenda Item #3: Report: Literature Review conducted by Ms. Tania Gottschalk, education Services Librarian, NJML

- o Tania presented her lit review and expressed the fact that there is much material to cover. To help her moving forward, she has requested guidance as to what topics should specifically be covered. The committee as a whole decided that the covered topics will be: student recruitment and retention, curriculum, issues management (behavior), cultural/environmental, recruitment and retention

Action: Tania will forward folder invites to the committee so they can access lit materials. Tania will complete the expanded lit review by November 10th, 2017

4. Agenda Item #4: Draft Terms of Reference

- Two changes were discussed in regards to the TOR. The request was made by Donna Martin to delete RFHS before the “Institute of Health and Healing”. The term “best interests” will also be removed as the committee wants to be able to take action without the constraints of the best interests of RFHS taking precedence over the committee’s decisions.

5. Agenda Item #5: Consideration of referral(s) to Committee Working Groups

- A decision was made to create working group assignments and they are as follows:
 - Representation of faculty and staff recruitment and retention- Valerie Williams
 - Student recruitment and retention- Dr. Donna Martin
 - Curriculum- Dr. Martha Ainsley
 - Issues management (behavior) - Dr. Reg Urbanowski
 - Cultural/Environmental- Dr. Lalitha Raman-Wilms

6. Agenda Item #6: Additional Items

Action: Liane to send out a poll to committee members inquiring as to whether or not they would like the record of decisions posted online for transparency purposes.

7. Agenda Item #7: Next Meeting

- To be scheduled by Liane for December 2017