

## **DIVERSITY, EQUITY, AND INCLUSION ADVISORY GROUP**

Thursday, January 21, 2016

### **Charge to the Group:**

Interim Provost Sara Rosen attended the beginning of the meeting to give the charge to the group and to answer questions they might have. Members of the group received a written copy of the charge. Dr. Rosen thanked the members of the group for their willingness to serve on this important campus initiative. She explained that this group is an advisory group to give the provost another set of eyes about what is going on around the university that needs attention. The advisory group may talk to different groups and organizations on campus--Diversity & Equity staff, Office of Multicultural Affairs staff, student groups, faculty groups, etc. Listen, gather information, and advise the provost. She reminded the group that the Provost's Office will be issuing a draft of a diversity, equity and inclusion "action plan" to the KU community this week. This preliminary "action plan" is a direct result of student demands that the University demonstrate right now what its leaders propose to do, both immediately and over the long term, to address pressing issues of diversity, equity, inclusion and social justice. Dr. Rosen then responded to questions from the group.

### **Conversation re Terms and Concepts:**

Thanks to Mauricio Gómez Montoya, Retention Specialist, Office of Multicultural Affairs for presentation to the group on the concepts of diversity, multiculturalism, cultural competency, social justice, privilege, oppression, (personal/social) identity, intersectionality, and the distinction between being an ally and an accomplice. It was important that we have this discussion for two reasons: (1) We needed to make sure that every single one of us in the Group has had such a session; and (2) We should have a clear sense of the OMA-led training that students, staff and faculty are receiving elsewhere on campus.

### **Meeting with Climate Study Consultants:**

The DEI Advisory Group is scheduled to meet with Sue Rankin and Emil Cunningham, consultants of the KU climate study, on Thursday, January 28, 2:00 to 3:00 p.m., in the International Room of the Kansas Union (5<sup>th</sup> floor).