

**COE - COMMITTEE ON DIVERSITY**

November 8, 2006

9:00-11:00 am

Everly 123 A/B

**MINUTES**

**Present:** Steven Brown (Chair), Jeff Moniz (Vice Chair), Eileen Tamura, Peter Leong, Adam Tanners, Jean Johnson (ex-officio), Eomailani Bettencourt, Brenda Cartwright, Margit Watts

**Absent:** Rhonda Black, Morris Lai, Joann Yuen, Thomas Conway, Joanne Cooper, Patricia Halagao (maternity leave fall 2006), Denise Ah Sue

**Guests:** Margie Maaka, Sara Banks

<b>Topic</b>	<b>Discussion</b>	<b>Decision</b>
<b>Welcome</b>	Steven Brown called the meeting to order at 9:00 am	
<b>Approval of Minutes</b>	Motion to approve 10/11/06 meeting minutes by Moniz. Motion seconded by Watts.	Motion passed unanimously

Ho'okulāiwi	<p><b><u>Ho'okulāiwi: 'Aha Ho'ona'auao 'Ōiwi</u></b>  <b><u>Center for Native Hawaiian and Indigenous Research and Scholarship</u></b></p> <p><b>Presentation by Margie Maaka and Eomailani Bettencourt</b></p> <ul style="list-style-type: none"> <li>• Maaka described the Center as the research arm of the Kūali'i Council.</li> <li>• Described their Center for Native Hawaiian and Indigenous Education</li> <li>• Provided statistics depicting the underrepresentation of Native Hawaiians in the COE.</li> <li>• Compared Ho'okulāiwi teacher education efforts with Teach for America (TFA)</li> <li>• When Johnson asked Maaka to share some “words of wisdom,” she spoke about the COE is in a lot better shape than other units on campus. She provided the following advice for those in the College seeking social justice: <ul style="list-style-type: none"> <li>➤ “Say no to TFA.”</li> <li>➤ Engage in more community work.</li> <li>➤ Take a stand on NCLB.</li> <li>➤ Support the recruitment and retention of Native Hawaiian students by working with Neal Smatresk and Kūali'i Council.</li> <li>➤ Remove/reform gatekeepers at COE entry level.</li> </ul> </li> <li>• Johnson suggested that Maaka &amp; Bettencourt's Ho'okulāiwi presentation be uploaded onto the Web.</li> </ul> <p><b>Comments from Members</b></p> <ul style="list-style-type: none"> <li>• Watts talked about how difficulty with the first point of contact is a campus-wide problem for students.</li> <li>• Tamura suggested that this first point of contact issue be a topic for further discussion.</li> <li>• Brown, citing his own recent experience trying to register as a student, questioned policies.</li> <li>• Bettencourt elaborated about systemic problems including issues of parking, applications, and transcripts.</li> <li>• Watts added current problems with travel system papers.</li> </ul>	
Updates	<p><b><u>Charge for Faculty Senate Diversity Committee for 2006-2007</u></b></p> <p><b>Analysis of IRO data</b> – Johnson reported that there has been no response from the IRO concerning our recent request for additional data.</p>	Leong

	<p><b>WebCT update</b></p> <ul style="list-style-type: none"> <li>• Cartwright suggested generating categories for discussion threads.</li> <li>• She inquired about using an e-mail alias for communication.</li> <li>•</li> </ul> <p><b>Population Data</b></p> <ul style="list-style-type: none"> <li>• Tamura shared four different handouts depicting information drawn from data sets including the US Census, the Hawai'i State Data Book (Health Department Survey) and IRO.</li> <li>• Bettencourt asked about information on student attrition and Johnson mentioned that she has asked for it from IRO.</li> <li>• Tamura suggested using the US Census as a general guideline but that the HI State Data Book is more compatible with UH data, except that the HI State Data Book does not have data by age group. She pointed out the limitations and advised that we not use these numbers rigidly.</li> </ul> <p><b>Request for Admissions Policies</b> – Brown reported that he sent out a request to 13 department chairs in the COE and that he has only received 2 responses.</p> <p><b>Celebration of Giving</b> – Moniz announced, on Black's behalf, that an e-mail announcement about the annual event would come out around November 14. He also relayed a request for help with the event.</p>	<p>agreed to create an alias for the committee.</p> <p>Tamura agreed to write a summary of what she has found, thus far.</p>
<p><b>Emerging Issues</b></p>	<p><b><u>Hawai'i Civil Rights Commission and the Loosening of Liability Law</u></b></p> <ul style="list-style-type: none"> <li>• Jean introduced Sara Banks a commissioner who was appointed by the Governor.</li> <li>• Banks described how the Commission is seeking changes to liability laws that would be more favorable to employers. The change would be a loosening of current State law towards the more lax Federal requirements.</li> <li>• Banks further explained that the new process for reporting sexual harassment and discrimination based on ancestry being proposed would put the burden of proof on the employee.</li> <li>• Brown stated that he would be willing to bring this issue before the COE Faculty Senate.</li> <li>• Watts suggested that our committee, as the Diversity</li> </ul>	<p>Johnson agreed to</p>

	<p>Committee, could make a motion.</p> <ul style="list-style-type: none"> <li>• Tamura suggested getting more information. Sara Banks agreed to provide more information for Brown.</li> <li>• Cartwright recommended that Banks be invited to the Faculty Senate to explain the matter. She also suggested bringing the issue to the dean of the law school.</li> </ul>	<p><b>work with Sara to bring this issue to the Faculty Senate.</b></p>
<b>Next Meeting</b>	December 13, 2006 at 9:00 am in Everly 123 A/B	
<b>Adjourned</b>	11:01 am	