



ISR Director's Advisory Committee on Diversity (DACD)

Agenda

Monday, 12 May 2008

ISR Room 6080

10:00 AM – 11:30 AM

Note-Taker: Nancy McGovern

1) DACD Focus, Role, and Procedures

a) Questions for James Jackson

- i) Idea of DACD's role and purpose.
- ii) Status of the four themes drawn from the last Climate Survey
 - (1) Supervision
 - (2) Resources for Workplace Problem Resolution
 - (3) Hiring/Promotion/Retention
 - (4) Work Culture
- iii) Update of 360 degree evaluations
- iv) Timing of the upcoming climate survey

b) How does ISR respond to diversity issues?

- i) HR – Naghma exchanged emails with Derek Moss
- ii) SRC Peer Counseling – Cindy exchanged emails with Catherine Thibault

c) What level of diversity issue do we focus on (first)?

- i) individual ignorance – “What causes your pain in the workplace”
- ii) attitudinal
- iii) structural/institutional

d) Combating DACD's image of being symbolic in nature

- i) Write monthly column in News Notes about our activities.
- ii) Working with James to potentially increase our influence, by providing DACD with input on issues of diversity at ISR.
- iii) Make DACD a resource for staff as well as a resource for Centers on seeking guidance around issues of diversity and workplace climate.

2) Issues Arising from the Climate Survey

a) DACD needs more information on the hiring, firing, and retention of workforce.

- i) Anthony Walesby (Office of Inst. Equity) and Derrick Moss suggested as contact points.
- ii) What's the possibility of getting the information on the pools of applicants for job positions, not just those who've been hired?

- iii) Demographic breakdown of staff overtime.
- b) Focus groups to get greater detail as to negative diversity related instances**
 - i) We need a better understanding of the problems reported
- c) Someone for staff to go to and report problems**
 - i) This person needs to have real power not just a shoulder to cry on/figurehead
 - (1) Power to require sensitivity training or the like
- 3) Making the Intranet Public**
 - a) Janet volunteered to work with Wendy on getting the intranet made public as to the plans we've hashed out.
- 4) Thoughts and Observations from David O. Williams**
 - i) Contact DACD members that are frequently absent or have been out of contact
 - ii) Taking attendance every meeting.
 - iii) ISR needs a means of communicating with DACD.
 - iv) DACD needs a Planning/Executive committee that will generate a proactive year long plan that will provide us with a blueprint for our activities.
 - (1) I think we might begin with everyone creating and sharing his/her vision for DACD over the next year or two
 - v) I think we need to plot our course for the next two meetings.
- 5) Flags in the ISR-Perry Atrium**
 - a) Cheryl Brackenridge has gathered a great deal of information on the hospital's display. We put this issue off last month because of its symbolic nature.
- 6) What People Eat**
 - a) Michael Paterson leads this initiative. We put it off because of its symbolic nature.
- 7) Autism Awareness Day**
 - a) We never got to this last meeting. Members expressed interest in organizing some form of presentation for next years Autism Awareness Day
- 8) DACD Photos**
 - a) Smile, the meeting's over!

NEXT MEETING:
Monday, June 9, 2008
10 -11:30 am
Room 6080 ISR

Note taker 5/9/08: Cheryl Brackenridge