



## **ISR Director's Advisory Committee on Diversity (DACD)**

### **Agenda**

Monday, 9 June 2008

ISR Room 6080

10:00 AM – 11:30 AM

**Note-Taker:** Nancy McGovern

### **1) Continued Discussion of the Climate Survey**

- a. Janet, Nagma, and David have drafted a letter to DACD

*Our concerns focus on the lack of communication to DACD and ISR personnel regarding actions taken or planned to improve ISR's climate. We feel that neither DACD nor the ISR staff is sufficiently informed regarding actions intended by ISR administration to respond appropriately to a new survey. In fact, aside from Perspectives' and "Lunch with the Director" events, we do not know what actions are being contemplated or have been taken as a result of the last survey. Nor do we know — because the ISR environment has not changed in any clear ways — the results of any of these actions. We have been informed by someone who has studied such issues that the most typical response to a climate survey is to generate another climate survey, with no corrective action being taken in between. We truly want to avoid this kind of situation at ISR, which we feel makes it imperative that DACD take steps to improve its communication with the director and with the ISR populace. We propose that DACD request from Director Jackson a brief report of actions that have been taken and their results, as well as a summary of actions that are planned for the future. We ask that this report be posted on the intranet all staff prior to the next climate survey.*

*Janet Keller, Nagma Husain, David Williams*

- b. Further response to the question asked of James Jackson and the answers provided.

### **2) How to improve staff issues as to diversity**

- a. Information on hiring/firing/retention numbers.
  - i. Contact Points – Anthony Walesby and Derrick Moss
  - ii. Can we get information on applicant pools?
  - iii. Demographic breakdown of staff over time.
- b. Focus groups for getting greater detail on diversity related problems
  - i. We need a better understanding of the problems that have been reported.

- c. Representative for staff to go to and report problems
  - i. This person needs real power not just a shoulder to cry on.
    - 1. People can contact Derek Moss or Rita Bantom who can launch investigations.
  - ii. How is SRC's Peer Counseling going?

**3) Unaddressed issues with DACD's internal procedures**

- a. Take attendance every meeting
- b. Contact DACD members that are frequently absent or out of contact.
- c. ISR needs a means of communicating with DACD.
- d. Planning/Executive committee to generate a proactive year long plan/blueprint.
- e. Plot course two meetings ahead.

**4) Shelved Items or Activities**

- a. Flag display.
- b. "What People Eat"
- c. Autism Awareness Day

**5) Photo**

- a. It will be taken today.

**NEXT MEETING:**

**Monday, July 14, 2008**

**10 -11:30 am**

**Room 6080 ISR**

**Note taker 7/14/08: Cindy Glovinsky**