

**Minority Affairs Committee  
Meeting Minutes  
November 20, 2015 - 2-3 p.m.  
208 Gwynn Hall**

Present: Victoria Shahan, Miguel Chuquilin, Denice Adkins, Maria Jones, Cheri Ghan

Guest: Berkley Hudson, Faculty Council Race Relations Committee

1. Introductions and Welcome
2. Berkley Hudson discussed the Faculty Council Race Relations Committee and the work it's been doing.
  - a. **Motivations:** The FCRR Committee was formed as a result of former Chancellor Loftin's December 1, 2014 Listening Session with students. This meeting was intended to talk about Ferguson shooting, but ended up focusing on race relations at MU. There has been no change in the percentage of faculty of color over the last 15-20 years.
  - b. **Committee Structure:** The FCRR Committee has 12 core members: 9 faculty, 1 undergrad, 1 graduate student, 1 staff member. Committee is diverse in ways beyond race, including religious diversity. Beyond committee is a "Ring of Advisors" who can carry the message out to other people.
  - c. **Purpose and Actions:** The Committee is focused on race specifically, with the idea that racial understanding will lead to increased sensitivity in other diversity areas. Many months spent sharing stories and building trust between committee members. Middleton provided a 30-year history of MU race relations from his perspective as a student, faculty, and administrator.
    - i. They want to help white members of the university community understand the impact of racial discrimination and help all negotiate difficult conversations. **Can this kind of curriculum be used in graduate student/future faculty development?**
    - ii. Prior to being appointed interim chancellor, Middleton had been charged with seeing where money is spent to support diversity and what the organizational chart looks like to support diversity on campus. **What information can Minority Affairs Committee have access to?**

**Adkins will follow up on this question.**

- d. Committee work divided into four stages
    - i. **Stage 1:** Understand each other's stories. That's taken several months.
    - ii. **Stage 2:** Bringing people in from outside.
    - iii. **Stage 3:** Developing tools and strategies to help faculty negotiate around race relations.
    - iv. **Stage 4:** Report back to Faculty Council.
  - e. **Meetings:** The FCRR Committee meets twice per week for two hours to react and reflect on current racial events. Tuesdays at 7 a.m., following Wednesday at 1 p.m. Minutes/notes are posted on <http://transparency.missouri.edu/>. Members of Minority Affairs Committee would be welcome to attend.
3. Will former Chancellor Loftin's mandated diversity curriculum move forward?

- a. Hudson predicts yes based on comments delivered by Middleton in this recording: [https://www.youtube.com/watch?feature=player\\_embedded&v=p4oNlwOp6Ts](https://www.youtube.com/watch?feature=player_embedded&v=p4oNlwOp6Ts).
- 4. Ideas for Spring 2016
  - a. Jones suggests that committee can compile a list of efforts across campus to support diversity.

**Adkins will create a central repository on Box to share this information.**