

May 18, 2005

Deputy Chancellor
Michael Middleton
101 Jesse Hall MU

Dear Mike:

As co-chairs of the Minority Affairs Committee, Amber and I are writing to offer you a list of recommendations that were formulated by members of our committee. We had a very productive year, and had the opportunity to meet with the representatives of the various campus minority groups to discuss some of their concerns. All parties involved found those discussions very useful. Items that appear at the top of the list can be implemented right away.

1. Publish admissions information in Spanish as well as English. Some materials on the Admissions website can be translated IMMEDIATELY into Spanish, AND BE READY TO BE PUT UP IN JUNE WHILE SUMMER WELCOME IS IN FULL SWING. Eventually have all recruitment and financial aid materials in Spanish as well.
2. Possibility of choosing a movie that deals with multiculturalism/diversity issues to be screened as part of the regular Fall orientation in August. WE CAN DO THIS FOR THIS AUGUST.
3. More professional support for Lesbian, Gay, Bisexual, and Transgender Resource Center in the form of a Graduate Student Intern. (COULD HAVE THIS IN PLACE IN THE FALL).
4. Designate UNISEX bathrooms in buildings where there are one stall bathrooms (CAN BE DONE IMMEDIATELY). In addition, we need to provide access to these bathrooms to members of our campus community who are in wheelchairs.
5. Possibility of having a workshop to educate faculty and staff about disability issues. This seems to be a topic about which many people know little. (WE RECOMMEND ORGANIZING SUCH A WORKSHOP DURING AY 2005-2006).
6. Possibility of adding to the list of summer readings a book that deals with at least one aspect of the minority experience. WE CAN HAVE THIS IN PLACE FOR THE SUMMER 2006 READING LIST.
7. Have an ACT prep program for Hispanic Students, and have an aggressive Hispanic recruitment program. MU needs to have in the admissions office someone to coordinate in a systematic way all Hispanic recruitment efforts, on a par with the recruitment efforts for African American students.

8. Possibility of having a well-known individual come and give a public lecture to students on issues related to the minority experience, during Fall welcome in August. This person can also be a minority writer.
9. Possibility of giving a financial incentive (comparable to what the Honors College offers to faculty) to colleagues who develop classes with multicultural/minority experience component.
10. Possibility of giving a special award to faculty for teaching successfully and consistently courses on multicultural diversity. Possibility of adding this criterion to the Kemper Award, which is the biggest teaching award on campus.
11. Possibility of adding a clause on gender identity to the MU non-discrimination policy.
12. Explore aggressively ways to give benefits to domestic partners (residing in same household).
13. Chancellor needs to meet with Minority Students Organizations on a regular basis.
14. As MU erects new buildings, disability access needs to be in the main entrance, as opposed to some other (at times awkward) locations in the building.

We remain entirely at your disposal to discuss the implementation of any of these items and we thank you for the trust you have placed in our committee, as we strive together to make MU a more pleasant place to all who come to learn and work at our great university.

Most cordially yours,

Co-Chairs,
Flore Zephir & Amber Stokes