Minority Affairs Council

Meeting of the Minority Affairs Council
November 23, 2004
3:30 p.m. -- Warner 120

Present: Carlos Wiley, Rita Rukashaza, and La Tisha Snelling.

1. It has been suggested that the Minority Affairs Council should be the organization that faculty and staff would contact in order to file a complaint concerning problems of harassment or profiling either on campus or off campus. The Council would then make contact, through the Chancellor, and on behalf of the university, with the relevant organization involved with the harassment/profiling. There may be a possibility that offers of training would be part of the contact. The Council is working on a draft letter that will eventually be sent to all persons of color on campus explaining this to them. A video was also discussed to show to community organizations as well as departments. Carlos felt that the video should use campus actors and state that this is similar to actual occurrences in the Platteville area.

2. Members agreed that the statement put in faculty/staff recruitment ads, "The candidate must have a demonstrated commitment to or experience with diverse populations," should remain as it is. However, it was felt that it is important that this, along with other required qualifications and skills, should be addressed in writing by the job applicants. If it is not, the person would not be considered qualified. It appears that search and screen committees are unsure of how to set up criteria for this qualification. It was suggested that the Multicultural Educational Resource Center and the Affirmative Action Office would work together to develop criteria. There could be training of Search and Screen committees and ideas could also be made available on the Human Resources website. It was also suggested that questions for interviews could be suggested in relation to diversity and which could be available on the website.