

**African and African-American Faculty/Staff Caucus
General Meeting
March 12, 2015
11:30am
Cone Center Room 113**

Minutes

I. Welcome and introductions

II. Minutes from previous meeting

The minutes were approved without discussion

III. Budget Update/Revenue

There is approximately \$40 in the Caucus' BB&T bank account left over from when the Caucus collected dues.

IV. Chancellor's Diversity Funds Challenge – John Frederick presented the idea of applying for the grant to implement a Black History Month Committee (a subcommittee affiliated with the Caucus) that would make the events during February more visible to the UNC Charlotte and Greater Charlotte Community. This committee could develop a signature program and events that support the program. A few members of the Caucus met after the meeting to discuss further.

V. Annual Event/Conference

- a. The BEST Conference was held on January 23, 2015. Victor Mack discussed the successes and that the conference could be a possible revenue generator in the future. There were approximately 140 attendees.
- b. Dedication to Community Tour, April 10, 2015 <http://oeo.uncc.edu/d2c>
 - The UNC Charlotte event will feature moderated panels of 4-8 CEOs and leaders of non-profit and for-profit industries
 - Please see the website for an updated list of attendees and to register
 - Encourage your students and colleagues to attend

<http://oeo.uncc.edu/dedicationtocommunity>

Date: April 10, 2015 - 8:00 PM

Location: Cone University Center McKnight Auditorium

Time: 8:00 a.m. to 5:00 p.m.

Registration Deadline: April 3, 2015

VI. Diversity Plan

Sonya Richardson facilitated discussion with Caucus regarding recommendations for the Chancellor's Diversity Plan for the University. We did not receive an invitation to provide feedback this year and were updated from the Latino Faculty/Staff Caucus regarding providing information for the updates. Caucus briefly reviewed recommendations from

Latino Faculty/Staff Caucus. Caucus members agreed that the primary recommendation for the plan is to include the establishment of a Diversity & Inclusion Office on campus staffed with an Diversity and Inclusion Officer. The Caucus suggested that this officer could assist with updates to the plan, provide support for diversity and inclusion across campus and provide leadership on diversity initiatives. Another recommendation was to gather and provide data regarding Chancellor Diversity Grant Awards and Representation. This would allow the university to gather data on recipients receiving funds and populations of focus for the grant awards. The university could then encourage proposals that represent diverse populations and populations representative of the university. Other recommendations included increasing retention of faculty/staff of color through opportunities for mobility, campus wide training regarding inclusion and equity in the classroom and ensuring inclusion of the Caucuses with updates to the Diversity plan. Ms. Richardson agreed to develop presentation with recommendations and submit to Trudy Moore-Harrison and Victor Mack for review and final submission.

- VII. COACHE faculty survey and campus climate** - Please complete the survey.
- VIII. Announcements/Recognitions/Other Business**
 - a. Congratulations to all employee of the year winners!**
- IX. Adjournment at 12:30pm**