The Committee on Diversity was formed in January 2013 at the recommendation of the Diversity Action Team, which concluded its research in 2012. The committee meets monthly and has met every month except for August.

**Active Membership:**
Chair, Ms. Diane Feinberg – Human Resources  
Mr. Barry Lofton – Admissions  
Ms. Carrie Irwin – Employee Relations  
Dr. David Macey – Department of English (CLA) / Student Alliance for Equality (SAFE)  
Ms. Fran Pettis – Professional Development  
Dr. Frederick Hammond – Educational Sciences, Foundations & Research (CEPS)  
Dr. Jeanetta Sims – Marketing (CBA) / African American Faculty Staff Association  
Dr. Judith Wakefield – Advanced Professional & Special Services (CEPS)  
Ms. Katrina Shaklee – Wellness Center  
Dr. Lori Beasley – Academic Affairs  
Ms. MeShawn Conley – Office of Diversity and Inclusion  
Mr. Rick Vega – Nigh University Center  
Dr. Timothy Petete – English (CLA) / American Indian Studies Program

**Associate (Advisory) Members:**
Dr. Brad Morelli – Legal Counsel  
Ms. Sharla Weathers – Disability Support Services  
Ms. Stephanie Edwards – Office of Information Technology  
Ms. Monica Helms – University Relations

The committee has articulated a **Diversity Vision, Committee Mission** and **Definition of Diversity**:

**University of Central Oklahoma Diversity Vision:**
Proactively achieving an institutional climate that encourages the presence and values the contributions of faculty, staff, and students with different identities at every level of social interactions, organizational structure, and institutional authority.

**Committee on Diversity Mission:**
As one of Oklahoma’s oldest institutions of higher learning, the University of Central Oklahoma acknowledges the sacrifices and struggles that groups of individuals experienced and continue to experience in achieving equality and justice. Given the University’s historical heritage, the mission of the Committee on Diversity is to articulate, challenge, advance, and collaborate in implementing University policies, plans, and programs related to the presence and contributions of faculty, staff, and students with different identities. Through developing policies, plans, and programs that shape the institutional climate and that serve diverse communities, the Committee fulfills its institutional role and assists the university in realizing its Diversity Vision.

**Definition of Diversity:**
The Committee on Diversity defines diversity as the self-identification processes of different identities in the areas of race, class, gender, ethnicity, culture, sexual orientation, ability, and other aspects of self-identification.
• The **Committee on Diversity** received access to the **Diversity Action Team**’s wiki, which contains valuable information about diversity-related statements, initiatives and best practices at peer and aspirational institutions. This site will serve as a repository for information that can and will be disseminated to the campus through a variety of venues. The committee is adding UCO information, specifically:
  - **Initiatives in the area of diversity** that the university is currently pursuing.
  - **Potential partners,** both on campus and off, for new initiatives and outreach in the area of diversity.

• **President Betz** met with the Committee to convey his hopes for and expectations of the committee. The President encouraged the Committee to consider both philosophically and pragmatically the challenges associated with promoting and sustaining diversity.

• Members of the committee met with **Vice President Kinders** to learn how diversity is incorporated in the **Vision 20/20** strategic planning process. Vice President Kinders assured the committee’s representatives that teams A, B and C have considered all aspects of diversity in their discussion, research and recommendations.

• The **Office of Academic Affairs** has allocated funds to the committee to support the **creation and administration of a campus-wide survey of the climate for diversity.** The survey instrument(s) should be ready for dissemination by end of the spring semester.

• **Provost Barthell** met with the Committee to convey his support and to announce the formation of a **Diversity Implementation Group within the Division of Academic Affairs** that will address specific issues including **faculty hiring,** **staff hiring** within the Division, and the **retention of faculty and staff members** from diverse backgrounds. The Provost also encouraged the Implementation Group explore the feasibility of creating a position for a **campus diversity officer or coordinator,** and he indicated that the Implementation Group would draw upon best practices at UCO’s metropolitan peer institutions in proposing initiatives in this and other areas for implementation on campus.

• A **Diversity website** is in the planning stage. The proposed website would highlight UCO’s commitment to valuing diversity as a greater metropolitan university. Target audiences would include 1) **prospective students, staff and faculty** looking to be a part of a diverse campus community and 2) **current students, staff and faculty** looking for specific diversity-related resources and information. This website might include contact information for UCO offices and organizations that promote diversity, information about current initiatives designed to support diversity on campus, and an invitation to members of the Central community to offer feedback on campus climate and programming to support diversity on campus.

• In response to needs expressed by current staff and faculty, the committee exploring possibilities for creating **designated gender-neutral restrooms** as well as **lactation stations for nursing mothers.** The committee plans to pursue these initiatives as resources permit. The committee will prioritize more costly initiatives and will present them to the Cabinet for consideration for future funding.
  - One **gender-neutral restroom** already exists in the Night University Center, and the committee is exploring the possibility of incorporating a gender-neutral restroom within Part B of the Pegasus Theatre renovation in the Liberal Arts Building.
  - Due to the recent increase in demand for **additional lactation stations** for use by staff, faculty and students, the committee has worked to identify locations that could be
designated as lactation stations in addition to the one existing lactation station in the Nigh University Center.

- An existing restroom hidden behind the Disability Support Services testing area has already been converted into a lactation room. The toilet has been removed and capped off. The sink and mirror remain, and a new door has been installed to for easier, less disruptive access. 120-volt outlets have been added for a pumping machine, along with a comfortable new chair, a small table, a floor lamp, new paint, and a small rug. The room is now cozy and comfortable. This project was completed in November at a cost of just over $3,100 and was paid for by auxiliary funds.

- Two additional lactation rooms might be created in a disused female locker room area on the first floor of the Nigh University Center; a request has been submitted to Architectural and Engineering Services to provide an estimate of the feasibility and cost of completing this project.