

Diversity Team Meeting

Meeting Minutes
September 21, 2005

Present:

Simin Jahangri, Johnnie Love, Katalin Mouyal, Ambika Sankaran, Ken Tanaka, Bonnie Cawthorne (notetaker), Heleni Pedersoli

A. Approval of Minutes

There were a few corrections made to the previous minutes.

B. Checking-in Activity

We spent some time discussing our Vision Statements.

C. Core Competencies for Diversity

1. Focus on the customer

- Tactful - courtesy and respect
- Good communication skills
- Willing to work with people of other cultures
- Solicit and incorporate feedback

2. Committed to quality

- Clearly defined goals and measures of job performance
- Supports systematic evaluation
- Identifies effective processes and incorporates them into work processes

3. Participates in teamwork, etc

- Fosters a non-judgmental work environment
- Good group facilitation skills
- Open to being evaluated
- Willing to participate in awareness training, including oneself

- Bring diversity concern to the attention of management
4. (behavior under #3)
 5. Understands ... policies and procedures
 - Clearly defined goals
 - Measures of job performance
 - Continues learning
 6. (behavior under #1)
 - Knows the cultures of colleagues and customers
 7. Understands and is committed to principles of diversity
 - Diversity Team Mission Statement
 8. Continues to learn and master new skills
 - Continues learning awareness training (self + others)
 - Open to evaluation
 - Assumes responsibility for staying informed

D. Diversity Brown Bag Discussion

We decided to move LGBT with Luke Jensen to a larger forum than Brown Bag would offer.

E. Look at the ALA Inclusion and Action Plan

We decided to put the ALA statement on our webpage.

The next meeting will be at 10:00 on Oct 5, 2005. The notetaker will be Heleni and the timekeeper will be Katalin.