

ETHNIC DIVERSITY COMMITTEE

SCOPE AND PURPOSE

The Minority Affairs Committee became a standing committee of the Association at the direction of the 1981 Executive Council. In 1983, the Committee was renamed the Minority Concerns Committee. The name was changed to the Minority Issues Committee in 1985. In 1993, the Committee began to be referred to as the Ethnic Diversity Committee. In 1985, a change was made to the Bylaws authorizing a Minority Issues Member-at-Large as a voting member of the Executive Council. The goal of the Committee is to address issues that affect ethnic minority financial aid administrators and students. The Committee also focuses on the professional development of under-represented ethnic financial aid professionals. (In this context, under-represented indicates those groups who traditionally have not received adequate representation in proportion to the group's size within society in general.)

ETHNIC DIVERSITY COMMITTEE

1. Award Ethnic Diversity Conference Scholarships to attend the Conference
2. Conduct professional development workshops geared toward under-represented ethnic staff.
3. Organize outreach efforts to Native Americans, African Americans, Latino Americans, Asian Americans and other underrepresented ethnic groups. (Examples of projects include Pow-Wows, Young Black Scholar Days, Puente Project, Adelanta Latinos Conference and non-traditional student financial aid workshops.)
4. Assists with coordinating the Ethnic Diversity Reception at the annual conference.
5. Assist in annual conference workshops which focus on the issues that affect ethnic minorities.

SELECTION, COMPOSITION AND SIZE OF THE COMMITTEE

- A. Ethnic Diversity Committee Chair: Member-at-Large, Ethnic Diversity
- B. Ethnic Diversity Committee Members
The Committee is made up of representatives from both Northern and Southern California. The members should represent a wide range of ethnic backgrounds, including at least one "majority" member who is from a traditionally well represented ethnic background. The Chair of Ethnic Diversity assigns members of the Association or members of the Committee as Ethnic Diversity liaisons to other Committees, these

include: Federal Issues, State Issues, Loan Issues, Conference Committee, High School Relations, Graduate Professional, Training

The committee should be composed of members from each of the five institutional segments plus at least one member from a graduate and professional institution.

C. Committee Size: Recommended: 15 members

COMMITTEE MEETINGS

The Ethnic Diversity Committee meets 4-5 times each year. At the first Committee meeting, annual goals are set along with task and project planning.

FINANCIAL RESPONSIBILITY

The committee meeting budget is based on travel costs. Project budgets are submitted for Scholarship distribution, Pow-wows or other professional development events selected by the committee and approved by the Executive Council.

ETHNIC DIVERSITY CONFERENCE SCHOLARSHIPS

The Minority Conference Scholarship was established in 1985 by the Minority Issues Committee. The scholarship was initially established to provide an opportunity for historically under-represented ethnic minority financial aid personnel to attend the annual CASFAA Conference which they might not otherwise be able to attend and to promote their further professional development. Ethnic Diversity Conference Scholarship recipients are encouraged to develop communication networks within the financial aid community and to become actively involved in CASFAA.

The scholarships are targeted at those historically under-represented ethnic minority aid personnel who have never attended a CASFAA Conference, and who are typically at the staff level rather than at the administrative level.

Each year the Ethnic Diversity Committee selects recipients for the Minority Issues a.k.a. Ethnic Diversity Conference Scholarship. The awards are given based on the information provided on the application as well as the applicant's personal statement that accompanies the application form. Awards are generally made during October. A rating sheet has been established to assist in the selection process. At a minimum, these guidelines should be followed when making selections:

1. Each applicant selected for the Ethnic Diversity Scholarship should be a historically under-represented ethnic minority.
2. All applicants must be potential first time CASFAA conference attendees.
3. Preference should be given to those at the staff level within the financial

aid office instead of those at the administrative/managerial level. Staff positions include: technicians, clerks, advisors and counselors.

4. The scholarship recipients should include a full representation of institutional segments, cultures, and genders.
5. Where practical, priority consideration should be given to those individuals with three or more years of experience in the financial aid field. These individuals have demonstrated a commitment to the profession that should be recognized if other factors in the application warrant such recognition.
6. Scholarship recipients will be expected to participate on CASFAA committees if asked to do so. To reduce the burden on any one institution, it is recommended that recipients be from different campuses. As part of the application process, the applicant must have approval from their immediate supervisor to fulfill this requirement.

The recipients will be notified by mail in an Award Letter outlining the terms and conditions of the award. The individual is given the opportunity to accept or decline the scholarship. Response deadlines are established by the Ethnic Diversity Committee each year.

The committee arranges for hotel accommodations, conference registration and travel arrangements for each scholarship recipient. Mileage and/or flight costs will be paid from the Ethnic Diversity Conference Scholarship project budget.

HISTORY OF THE ETHNIC DIVERSITY COMMITTEE

The CASFAA Ethnic Diversity Committee was authorized in 1981.