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MEC minutes 02/15/2016

Multi-Ethnic Experience Committee

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Multi-Ethnic Experience Committee
February 15, 2016
3:00 pm

Committee Members Present: Farah Gilanshah, Jenna Ray, Jena Lipham, Nick TwoBears, Jeremy O'Hara, T.J. Ross, Simon Franco, Hilda Ladner, Jessica Porwoll

Committee Members Not in Attendance: Matthew Linder, Michael Ceballos, Solomon Gashaw

Others Present: Tracy Otten (3:20-3:35 pm), Sandy Olson-Loy (3:30-4:00 pm)

Part One: Tracy Otten and Fall Professional Development Day

The meeting was called to order upon the arrival of Gilenshah and Ladner at 3:10 pm

- Tracy Otten was not immediately present as planned, so the committee decided to discuss the meeting Hilda and Farah had with Jacqueline Johnson, Bart Finzel, & Sarah Mattson earlier in the day.
 - UMM is compiling data regarding the experience of students of color and American Indian students on campus
 - Jacquie, Bart, and Sarah would like the MEC committee to review the data and make some recommendations
 - Farah would like to have a meeting in March to discuss recommendations, the committee will then continue working with the data or a task force will be arranged
- The committee decided to proceed in generating potential ideas for the Fall Professional Development Day. The group discussed the following options to share with Tracy via email:
 - Diversity workshops
 - The Twin Cities Office of Equity & Diversity Ally Workshop might be a good fit
 - Bart Finzel also recommended offering the OED workshops at a more appropriate time for faculty during the MEC meeting with he and Sarah Mattson earlier this month, this might be an appropriate time
 - Supporting students of color (faculty as well)
 - Having a staff member from the Office of Equity, Diversity & Intercultural Programs discuss current student population makeup, things EDI staff encounter while working with students
 - Ladner noted that selections for inclusion in Fall Professional Development Day would likely need to fit with the selected theme for the day.
 - The committee also discussed the potential of expanding Fall Professional Development to be more attractive/welcoming to staff
- Tracy arrived to the meeting at 3:20, so the committee provided her with a brief synopsis of the discussion regarding Fall Professional Development Day.
 - The above points were discussed
 - Workshops surrounding international student needs were discussed, and it was noted that these concerns might better be addressed through International Programs Committee since the focus of the Multi-Ethnic Experience Committee is focused on U.S. students of color

- Tracy suggested the option of offering multiple concurrent workshops for Fall Professional Development Day so that those in attendance have the option to pick and choose areas of interest
- The suggestion was made that the overall theme of Fall Professional Development Day might be diversity
- Farah will send the meeting minutes to Tracy so that she is able to review them and provide suggestions at her planning meeting
- The group can meet again with Tracy, if needed

Part Two: Sandy Olson-Loy and Student Affairs Hiring

- Farah gave background on the DiversiTea responses that prompted Sandy's invitation to the meeting
- Sandy gave background on what practices are used in the current hiring process to attract diverse candidates such as the diversity statement that is posted on each student affairs job description, and the broad posting of jobs in publications like the Chronicle of Higher Education
- Olson-Loy noted that:
 - UMM has made some progress in hiring diverse faculty and staff since the implementation of the last strategic plan
 - UMM has had some mixed results in hiring, but jobs that include an aspect of working with diverse populations tend to attract more diverse candidate pools
 - there are areas on campus where diversity has grown (dining) and areas where opportunity hires have been successful
 - UMM could do a better job of hosting potential candidates by building time in for the candidates to experience potential for community connection through visiting schools, community organizations, etc.
 - UMM does some outside advertising, but could do better
- Ladner also discussed that there could be more flexibility in the search process in terms of targeted hires and credit for experience working with students from diverse backgrounds, for example
- The committee noted and discussed that:
 - it's important to have a faculty and staff that represent our campus in order for students to feel welcome and connected
 - there are many students on campus who might feel more comfortable approaching someone from a similar background to their own
 - there have been some changes in the student population that may be attributable to changes in staff and faculty on campus, for example when we had a Hmong admissions counselor and Hmong student support person on campus, the Hmong student population also increased
 - UMM is becoming more well known as a good place for Native American students (and faculty) through our ongoing programs and Native American Student Success grant

The meeting concluded at 4:00 pm