MEC minutes 12/03/2015

Multi-Ethnic Experience Committee

Follow this and additional works at: https://digitalcommons.morris.umn.edu/mec

Recommended Citation
Multi-Ethnic Experience Committee, "MEC minutes 12/03/2015" (2015). Equity and Diversity Committee. 11.
https://digitalcommons.morris.umn.edu/mec/11

This Minutes is brought to you for free and open access by the Campus Governance at University of Minnesota Morris Digital Well. It has been accepted for inclusion in Equity and Diversity Committee by an authorized administrator of University of Minnesota Morris Digital Well. For more information, please contact skulann@morris.umn.edu.
Multi-Ethnic Experience Committee  
December 3, 2015  
1:00 pm

Committee Members Present: Jenna Ray, Tom Genova, Farah Gilanshah, Jena Lipham, Nick TwoBears, T.J. Ross, Simon Franco, Hilda Ladner, Jessica Porwoll

Committee Members Not in Attendance: Jeremy O’Hara, Matthew Linder, Michael Ceballos, Solomon Gashaw

The meeting was called to order:

- Diversitea follow-up
  - Similar comments were made as in previous years
  - How do we make/affect change on campus?
  - Can we change the culture around availability of time for faculty/staff to attend these events in the future? The committee discussed:
    - incorporating diversity resources in orientation
    - faculty/staff training
    - encouraging supervisors to encourage employees to attend events/workshops
    - sending an MEC member to meet with the faculty professional development committee about workshops and training
  - What can be done about concerns with faculty/staff diversity on campus?
    - implicit bias in the hiring process training
      - Chancellor search committee will be trained, we could ask a member of each of the current search committees to attend
    - adding “experience with/interest in working with diverse population” type language to job posts
    - bridge funding
    - post-doctoral fellowships

- Addressing concerns about faculty/staff diversity & hiring process brought to the committee’s attention during Diversitea
  - Tom will schedule a MEC meeting with Bart Finzel and Sarah Mattson so that we can discuss the hiring process
  - Farah and Tom will meet to develop agenda for meeting with Sarah and Bart
    - Agenda should highlight most important concerns:
    - MEC members will be invited to provide feedback via a google document
  - Meeting with Vice Chancellors to discuss hiring process at a later time, meeting with Admissions for discussion will also be scheduled at a later time