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Equity and Diversity Committee

Campus Governance

12-3-2015

MEC minutes 12/03/2015

Multi-Ethnic Experience Committee

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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