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MEC minutes 12/03/2015

Multi-Ethnic Experience Committee

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Committee Members Present: Jenna Ray, Tom Genova, Farah Gilanshah, Jena Liphm, 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