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Equity and Diversity Committee

Campus Governance

10-6-2016

MEC minutes 10/06/2016

Multi-Ethnic Experience Committee

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Multi-Ethnic Experience Committee Minutes- 10/6/16

In attendance:

Tom Genova, PZ Meyers, Farah Gilanshah, Solomon Gashaw, Jenna Ray, Hilda Ladner, Liv Klemek, Adrienne Conley, Nick TwoBears, Anaf Prio, and Ruby DeBellis.

Business:

Discussion on whether the MEC chair should be a voting member of the committee and in a 5-0 vote, it was decided that the president (Tom Genova) would be a voting member of the Multi-Ethnic Experience Committee.

Admissions meeting on 10/25 from 3:30-4:30pm

Note: The meeting was later rescheduled to 10/27 from 3-4.

Mention the new publications in the admissions suite.

-These new publications seem to have little to no diversity.

Discussion questions for Director of Admissions:

- 1) Can specialized recruitment (online) similar to that of the LGBTQIA2S+ community happen for students of color this academic year?
- 2) Will Hmong House recruitment be something that Admissions wants to continue to pursue?
- 3) What outreach do we have that will target Latino/a communities?
- 4) Can we get an update on Chicago recruitment?
- 5) Can we view diversity in Admissions staff composition?
- 6) Is there a current Admissions breakdown of student race?
- 7) What agencies can be used to recruit diverse students?
- 8) How can we contribute to what Admissions is doing?

Division Chair Meeting-11/10/16

The committee would like the following questions to be asked at the division chair meeting:

- 1) We would like to have some updates and statistics of the number of people of color that are interviewed on campus.
- 2) How are the hiring committees structured?
- 3) How can we make a more concerted effort to post jobs in places POC will see the advertisements?
- 4) What efforts are being made to attract AND retain faculty of color?
- 5) What are the numbers on minority faculty who are tenured/on the tenure track?

- 6) Do we have retention numbers for faculty and staff?
- 7) What is lacking in recruiting and retaining faculty of color? Support? Climate conditions?
- 8) What can MEC do to help these efforts?

-After compiling lists of questions for both the Director of Admissions and for the division chair meeting, PZ Meyers volunteered to contact Michael Cebellos on links or job postings frequented by academics of color.

-Tom Genova will email division chairs to let them know what we will be discussing before the next meeting.