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Equity and Diversity Committee

Campus Governance

Spring 2019

MEC annual report 2018-2019

Multi-Ethnic Experience Committee

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Multi-Ethnic Experience Committee (MEC) Annual Report 2018-19 AY

Drafted by Jennifer Rothchild, Chair

Committee Members:

Delfina Arce (administrative support, non-voting), Tammy Berberi (Interim EDI Director and Dean's Designee, non-voting), Priyanka Basu, Nancy Andre Brown, Carpenter, Adrienne Conley, Angela Feather, Autumn Johnson, Irene Maloney, Jennifer Rothchild (chair)

Committee Charge:

According to the UMM constitution, the Multi-Ethnic Experience Committee is responsible for promoting campus-wide understanding of racial and ethnic minorities and for enhancing their educational opportunities. It considers and makes recommendations regarding curriculum, educational programs, and extracurricular activities where these touch upon the interests of racial or ethnic minorities.

Committee Work for 2018-19:

Work Accomplished

- A. Equity and Diversity Advocates (EDA) two-year pilot project.
 - * Please attached document.
 - * Worked closely with the Commission on Women and Gender Equity to promote, advocate for, and present at campus assembly in fall 2018. When brought forward "for action" at October campus assembly, successfully passed.
 - * MEC designed and facilitated two EDA trainings in the fall: 10/18 and 11/9.
 - * Secured representation of at least one trained EDA on every campus committee.

- B. Support and input offered for Chief Diversity Officer (CDO) and EDI (Equity, Diversity, and Intercultural Programs) Director position searches.
 - * Both positions secured by May 2019.

- C. Support for Gender Pronoun Policy
 - * Please see attached document.

- D. Worked with members of the Functions & Awards committee to revise Bill & Ida Stewart Ethnic Diversity Award nomination dossier

Ongoing Business

- A. EDA Pilot
 - * Continued support of and leadership regarding EDA trainings and follow-up meetings, including April 18, 2019 meeting of current EDAs serving on campus committees.

- B. Changing committee's purview and name
 - * This has been an ongoing conversation for the last several years. Desire is to expand the purview of the committee to be more inclusive of groups experiencing

marginalization—not limited to students of color, but also inclusive of students, faculty, and staff who are experiencing marginalization

* proposed constitutional changes currently being voted on by campus assembly:

“Replace the Multi-Ethnic Experience Committee with an Equity and Diversity Committee Redesign to broaden responsibilities as an equity and diversity committee. If the other six non-core committees are eliminated, move this to core committee group. (Then there will no longer be a core vs. non-core distinction.) New committee description: Membership: The Equity and Diversity Committee consists of ten members: nine voting members and one non-voting member. The voting members are four faculty, one P&A staff, three students, and one USA staff. The non-voting member is the director of the Office of Equity, Diversity, and Intercultural Programs or their designee.

Responsibilities

*: A. To foster a respectful and collegial learning and working environment for all Morris campus students, staff, and faculty members. B. To promote recruitment and retention of a diverse faculty, staff, and student body. C. To create a shared campus-wide sense of responsibility for building, maintaining, and improving an inclusive campus climate.”

C. Working with members of the Faculty and P&A committee to advocate for campus climate survey

D. Working on making use of existing survey data results regarding people experiencing marginalization