

University of Minnesota Morris Digital Well

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Equity and Diversity Committee

Campus Governance

10-8-2019

Equity and Diversity minutes 10/08/2019

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Equity and Diversity Committee

October 8, 2019

11:40 a.m.-12:40 p.m.

Minutes prepared by: liz thomson, lthomson@morris.umn.edu

In attendance: Jennifer Rothchild, Nancy Carpenter, Adrienne Conley, liz thomson, Amelia Nelson, Jasmine Pryor, Angela Feather, Priyanka Basu, and Heather Peters

Introductions – name, pronouns, office/major, 1 fun fact

Committee member updates:

- Heather Peters, faculty rep
- Lt. Robert Velde, Campus Police
- No USA and P&A rep
- Also need additional student rep

Background of Committee

- Used to be Multi-ethnic Student Experience Committee
- Need to be more inclusive across campus
- New name – Equity and Diversity Committee
- Responsibilities (see handout)
 - Fostering respectful, collegial working environment
 - Recruitment of diverse student, faculty, and staff
 - Building, maintain inclusive campus climate

Suggestions

- Think about who we'd like to invite to engage in dialogue in meetings
- Push administrators to keep equity, diversity in forefront of their work

Invitation Suggestions

- Becca Gercken, Chief Diversity Officer (30% appt) and Michelle Behr together
 - What is Becca's agenda?
- Hear from student groups
 - Commission on Women and Gender Equity's upcoming survey – partner with them and possibly modify
 - TRIO SSS and NASS peer mentors – administrators and peer mentors
 - Possible build in a 1 credit option for different student orgs to sign up; increase collaboration (structural allyship and collaboration)
 - Invite all student orgs. (point of contact: Jasmine Pryor, EDC student member and MCSA rep)
- Recruitment

- HR
- Admissions
- Division Chairs and within Disciplines, Directors
- McNair?
 - To support students academically to get to a PhD
- Kristin Youngbloom and Melissa Bert, institutional research

High Impact Practices that are not as superficial

- Culturally relevant vs. culturally _____
- A critique of these practices with marginalized students
- What do our numbers look like?

Working with people who are doing the work

- Matt Johnson, Interim Director Athletics
- Other people who we might not think about, such as Sodexo staff and maintenance/custodial staff
- Tracey Anderson, Senate rep UMM Equity Access and Diversity

Discussion on cut committees and creation of new committees

- Functions & Awards Committee cut
 - What about the administration of Stewart Diversity Award?
 - Write Mark Logan and Barbara Burke – we would like to administrate the award
 - Reach out to more people
 - Some years this award is not given

Commission on Women and Gender Equity

- Getting edits done in next two weeks

Campus Climate Survey

- Haven't done a CC survey for over 13 years
- Pushback – too expensive
- Small number of people; possibly identifiable
- Incorporating it into strategic visioning process; suggestion is to wait for plan, which would have funding
- Mining data from existing student surveys; asking about equity and diversity; is that data reliable?; in Reslife survey (EDI), there's data on equity and diversity; NESSIE; CIRP (incoming first-year); see blank surveys

EDA Training

- Ideally, at least one EDA on every committee
- Students can be EDA, but has to be another EDA, too
- October 17, 11:30 a.m.- 1:30 p.m. new people
- November 7, 11:30 a.m.-1:30 p.m.– new and returning; more advanced

Next Steps

- Listen to folks due to new and expansive charge
- Prioritize students
- Invite Michelle
- Share Amelia's article