10-8-2019

Equity and Diversity minutes 10/08/2019

Equity and Diversity Committee

Follow this and additional works at: https://digitalcommons.morris.umn.edu/mec
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