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Equity and Diversity Committee

Campus Governance

3-28-2018

MEC minutes 03/28/2018

Multi-Ethnic Experience Committee

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Multicultural Experience Committee

Minutes

3/28/2018

Present: Farrah Abrams, Vera Lu, Adrienne Conley, Tammy Berberi, Jennifer Rothchild, Rob Veldi, and P.Z. Meyers

1. Stewart award

- Jennifer - The Ida Stewart award requires possibly too much in terms of criteria for award. We only received one nomination and should likely just award that one person.
- Adrienne - Also nominated Nina Ortiz for her work in the community and work with students on campus. Her nomination is not yet submitted, Adrienne missed the deadline, but all agree that Nina deserves a chance to be considered. Tammy spoke about the accomplishments of Nina and advocated for her consideration.
- Jennifer - No monetary element in the award. Students get honor cords and faculty get an award/trophy for display.
- Tammy - Read aloud the recommendation letters for Michelle Brownley.
- Jennifer - The award would benefit from awarding both Michelle and Nina. Recipients will be recognized at a dinner that takes place next month.
- Farrah - Functions and Awards committee, which is very precise, determines eligibility and acceptability of award, so will need to have a conversation with them to ensure all are on board for the award being given to both Michelle and Nina. If they do not agree, Nina could be considered next year.

- Jennifer - Changes to the award need to be made for the nomination process and criteria going forward next year.
2. Meeting with OED guests the week of April 2
 - Michael Goh is the new head office. April 4th & 5th, he and his team will be on campus holding sessions and meetings.
 - Students are invited to attend a dessert with him on 4/4.
 - Jennifer - If anyone thinks of anything after this meeting, questions should be directed to Tammy and Adrienne.
 3. Changing our committee's charge in the constitution's bylaws
 - Jennifer - This is a continuing goal.
 - Tammy - As the Vice Chair of the Steering Committee, there needs to be a complete overhaul of many areas. So, she recommends holding off on the constitutional agenda for now and working more collaboratively with changes in other areas rather than an individual change. Steering Committee has a spreadsheet of changes taking place to track changes as they are happening across campus. There is a lot of movement around diversity right now and she recommends waiting until we are able to make meaningful changes within a larger conversation on campus.
 - Adrienne - There are so many changes taking place simultaneously, how does it work then on the ground level when so many changes are happening at once?
 - Tammy - She does not envision these changes finalizing while her term as chair of the Steering Committee is effective because changes this big take a long time to happen. However, she does think it possible to happen eventually. There are bigger issues bubbling up and it may result in larger campus climate changes,

even with faculty appointments. Right now the constitution does not reflect many of the real world changes that are happening.

- Adrienne - We started the conversation of change over a year ago, and by the sound of things with the Steering Committee it would take another couple of years to actually do anything, so what are we doing with our time?
 - Tammy - What we do here is intrinsically valid, but the role of the Steering Committee is to shepherd these changes as a part of a larger conversation.
 - Jennifer - If not prudent to wordsmith changes to the constitution and bylaws, what do we envision this committee doing?
 - Adrienne - We need to do some homework to research where other institutions are in terms of change. She does not feel that UMM is on the same page with regards to diversity and wants to see that change.
 - Tammy - Proposed changes were previously tabled as individuals felt defensive of the changes for which they individually advocated when they were not enacted. Motivation for the need for larger, more inclusive, conversation within the campus community.
 - Tammy - Volunteered to research other campuses to see what diversity climates there are elsewhere.
4. Heather Peterson as MEC's USA rep (Liv's replacement)
 - All in favor, motion carried.
 5. Other business
 - Adrienne - 2 Equity & Diversity workshops coming up, Thursday, April 5th, 12:30-2:30 in HFA 45 & Monday, April 9th, 11:30-1:30 in HFA 45.

- Tammy - April 19th Webinar A Vision for Equity: Campus-Based Strategies for Committing to Equity and Inclusive Excellence in HFA 45, 2-3pm.
- Tammy - Lots of work done around Equity and Diversity Advocates (EDA). Workshops for including and committing to diversity issues while serving their current roles on standing committees. Hope to pilot over the next year or two, depending upon when the new constitution is taken up.
- P.Z. Meyers - Question if the committees including EDA also include hiring committees.
- Tammy - No, not yet, but great idea. Currently the committees targeted are those for shared governance.
- Adrienne - Queer Issues Committee is hosting Gabrielle Mead (EOAA) and Melinda Lee (Gender and Sexuality Center) from the Twin Cities campus to have a Webex meeting regarding gender pronouns and gendered facilities on campus. Friday March 30th, 3:30pm-4:30pm, HFA 7. Working group meeting following Webex meeting at 9am in Moccasin Flower on April 9th.
- Tammy - Immigration Response Team was on campus last week. Faculty session was well attended, no one showed for the student session.