

University of Minnesota Morris Digital Well
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Equity and Diversity Committee

Campus Governance

2-28-2018

MEC minutes 02/28/2018

Multi-Ethnic Experience Committee

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Multicultural Experience Committee

Minutes

2/28/2018

1. Introductions

2. Equity & Diversity Advocates (EDA) Proposal

- Steering Committee opted to separate proposal from Commission on Women.
- Tammy - concerned about scope of proposal, wants to follow steering committee model to have conversations more frequently rather than generate a complete shift when considering the shifts already occurring within EDI & Chancellor's Office. General conversation and information gathering.
- Adrienne - Does not want to scrap the SCAN because currently the CDO (Tammy) isn't fully aware of these shifts and has not been a part of the conversation.
- Kerri - previously worked as member on multiple committees and in essence practices SCANS.
- Adrienne - concerned that incoming EDI CDO might not be connected to EDA members.
- Tammy - role of CDO should be self prescribed as well as prescribed by others in tasks shepherded.
- Heather Peters - concerned these efforts seem somehow threatening. On board with Adrienne's perspective of things. Wants inclusive conversation and coordinated efforts between different committees. Envisions EDA proposal of SCANS cross-committees and role of EDA Advocates should discuss together what is happening in each of these committees on campus.
- Kerri - there was not a discipline for women when Committee for Women came into place.

- Tammy - Commission on Women (CW) change is historic and important, but lacks infrastructure. Whereas EDA has infrastructure, which fits into the whole of UMM in a responsive and coordinated way. Wants more flexibility in structure so that it can grow and change with institution, but also grounded in constitution.
- Question asked about EDI's presence in the committees.
- Discussion about EDI's presence & Hilda's struggle to get EDI staff on standing committees.
- Heather Peters - a lot of faculty/staff of minority backgrounds are not comfortable speaking up in committee meetings.
- Tammy - leadership at chancellor level is more open to change and more inclusive than before. Changes should therefore be made with new office rather than alongside it.
- Adrienne - the core of the proposal mimics those of the EDI office on the Twin Cities campus. So, it is system-wide.
- Tammy - Values of Minnesota system needs to be voiced so that advocacy becomes genuine.
- Heather Peters - Because system-wide values, need for adoption at UMM level.
- Kerri - Yes, and should be reflected in campus-wide work.
- Question about timeline.
- Heather Peters - May 2nd is the last meeting day.
- Tammy - would be nice to have something piloted which is supported by the university.
- Invitation for additional thoughts.
- Solomon - Committee not effective in general and its existence is up and down over time.

- Heather Peters - Does EDA solve problems with committee communications or mentor work?
- Solomon - Depends on who's in Behmler (Chancellor's Office) and how they see the campus.

3. Plans for changing MEC in UMM's constitutional bylaws

- Heather Peters - Based on committee's views and concerns, we will revise and review.
- Tammy - Wants smaller meeting for group revision, wants talk to voice excitement, not resistance.
- Kerri - Timeline for committee transition beyond experiences of students of color and include students with more diverse backgrounds.
- Tammy - Might not be strategic to put bylaw changes through while other changes are coming through the constitution. By the time the constitution has been revised from the top down, there should be more clarity surrounding the positioning of and within EDI.
- Tammy - Need for conceptual questions and aspects of campus climate.
- Tammy - Could this committee be elevated within this constitution? Other campus priorities relate to retaining faculty/staff of color/diversity and campus climate. Chancellor mentioned taking a campus survey next semester regarding diversity within faculty/staff.

4. Bill and Ida Stewart Award for Ethnic Diversity

- Not a lot of involvement/recommendations, currently one nominee and another still forthcoming.
- Committee decides on candidates.
- Jennifer - Need to get this award higher profiled; things shouldn't be so difficult.

- Invitation to email Jennifer with suggested changes to nomination and selection procedures.