

University of Minnesota Morris Digital Well

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Equity and Diversity Committee

Campus Governance

8-30-2022

Equity and Diversity minutes 08/30/2022

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Equity & Diversity Committee
8/30/22 & 11:40am-12:40pm
Zoom

Members present: Heather Peters, liz thomson, Stephen Deslauriers, Jennifer Rothchild, Scott Turnbull, Jay Allard, Ana Carbajal, Priyanka Basu,
Members absent: Paisley Sierra
Guests: Adrienne Conley, Rob Velde, and Leslie Lindberg

In these minutes:

I. Introductions were conducted

II. Reviewed EDC's Responsibilities

- The Equity and Diversity Committee is responsible for fostering a respectful and collegial learning and working environment for all Morris campus students, staff, and faculty. The committee promotes recruitment and retention of a diverse faculty, staff, and student body, and creates a shared, campus-wide sense of responsibility for building, maintaining, and improving an inclusive campus climate. The committee is responsible for coordinating the Equity and Diversity Advocate program.

III. Reviewed 2022-2023 EDC Meetings

- Fall semester
 - o 8/30, 9/20, 10/11, 11/15
- Spring semester
 - o 1/24, 2/14, 3/21, 4/18

IV. Discussed Committee Secretary

- Process
 - o Use template to insert "Pre-Meeting Minutes"
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V. When proposing a Motion

- When possible, please submit a motion to me, petersh@morris.umn.edu, three days before a meeting to increase our committee's efficiency.

VI. We need to connect EDC's work to UMN Morris Strategic Vision and Plan

- Reviewed the Strategic Vision and Plan; commitments
- Do this connection work as we go throughout the year; for example, see VII below
- For every initiative, go ahead and connect the commitments to your work

VII. Required EDC Initiatives 2022-2023

- Coordinate the Equity and Diversity Advocate Program
 - o Connection to UMN Morris Strategic Vision and Plan
 - 2. Excellence for everyone; Aspiration 4 & 5; Priority 5, 6, 7, 8, 9, 10
 - 3. Vital Campus Community; Aspiration 6; Priority 14 & 15
 - o EDA Dates
 - 10/4 Training for New EDA's
 - 12/8 All EDA meeting
 - 4/4 All EDA meeting
 - o Are all EDC members EDA's?
 - o Invitation for all EDC members to be an EDA; attend EDA trainings
- Select the winner(s) of the Bill & Ida Stewart award for Racial Justice Advocacy award
 - o Connection to UMN Morris Strategic Vision and Plan
 - 2. Excellence for everyone; Aspiration 4 & 5; Priority 5 & 7
 - o Review of process; call goes out in early Spring from Student Activities; EDC makes decision by mid-March; previous winners are not eligible; can be more than one in each category
- Bring Forth Land Acknowledgement to Campus Assembly
 - o Connection to UMN Morris Strategic Vision and Plan
 - 2. Excellence for everyone; Aspiration 3; Priority 5 & 6
 - o Currently with Sandy, also with Chip Beal, director of NASS, who from the beginning facilitated a group of students, faculty, staff, and AIAC; Native and non-Native
- Partnering with HR on on-boarding document for new employees
 - o Adding on to the current 1-page onboarding sheet to include cultural support and resources

VIII. Identified Possible EDC Initiatives 2022-2023

- Identified Possible Initiatives and determined which ones need sub-workgroups
 - o CDO Position
 - Advocate for the creation of a full-time CDO position at UMN Morris
 - o [EDC Policy Recommendations](#)
 - Advocate for the EDC policy recommendations (i.e., post-COVID policies, procedures, and practices) – Revisit see which ones to keep advocating for.
 - o Increase Access to Childcare
 - Partner with COWGE and EDI to work with Peh and Bryan to increase UMN Morris student, staff, and faculty access to childcare in Morris.
 - o Climate Assessment
 - Partner with COWGE and EDI to conduct a Climate Assessment for students, staff, and faculty.
 - o [Anti-Racist Multicultural Organization](#)
 - Assess where UMN Morris is at on the Continuum on Becoming an Anti-Racist Multicultural Organization and make recommendations to facilitate growth.
 - Equity & Diversity Certificate
 - o Echo Trainings (Required)
 - Antiracist Pedagogy Across the Curriculum Institute.
 - Advocate for the UMN to annually support faculty to attend the Antiracist Pedagogy Across the Curriculum Institute similar to MN State.

- Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs at MN State, created a scholarship that covers the registration fee (\$550) of any MN State faculty.
- Connecting Students to Social Assistance programs
 - Work with Bree Asleson, Student Counseling, and Kerri Barnstable, TRIO SSS, to help students, staff, and faculty understand where students in need of assistance (e.g., Medical Assistance/MN Care, SNAP, WIC, MN public housing rental assistance, Daycare assistance, Minnesota Family Investment Program) should turn to for help in applying to these programs.
 - Kerri & Bree join 10/11 EDC meeting
 - Faculty/Staff- see students struggling, ask x questions about potential stressors, make appropriate referral to connect students with resources
- Other ideas for other areas of campus (e.g., Admissions, Athletics, Divisions, Housing)?
 - Under Anti-racist sub-group; Public Safety Advisory and Dialogue Committee with Rob Velde
 - Food Odyssey - MCSA initiative going to Alexandria and Wilmar
 - Four workshop series from CEI; on inclusive teaching; possible attendance and writing it up? Possible provide resources for others who can't attend; could be a sub point under Anti-racism
 - Mental Health resources for faculty and staff
 - Communication and education of others; How we talk about these things? People just don't know.; ex. Admissions' portal
 - DEI justice and belonging committee in Athletics; first meeting next Tuesday; celebrations, trainings, dialogue, speakers to be determined by the committee; connect with Anti-racist sub-group
 - Expanding disability resources and accessibility; one of MCSA's priorities with Resources and Operations; could be under Climate Assessment
- Next steps
 - Heather will compile and send out a Gform for EDC members to rank their top three
 - Then, they will be in a sub-workgroup and make their Workgroup Plan to be shared at the 9/20 EDC meeting

IX. People Joined EDC Sub-workgroups (EDC meetings went from 2 meetings a month to 1 a month)

- By Next Meeting 9/20 Sub-workgroups will
 - Jointly create a [plan](#) that includes:
 - EDC Mission

- Purpose of sub-workgroup
 - Identify how it connects to [UMN Morris Strategic Vision and Plan](#)
- Identify
 - Goals
 - Person responsible for each goal
 - Timeline
 - Write in summary of what you will present in Minutes 9/20 (pre-minutes)

X. Conclusion

- How we're all feeling
 - Various feelings and responses by EDC members
- Summary for MSCA report back

We reviewed the EDC mission. We went through the current EDC initiatives and also brainstormed additional ones that people will connect with via sub-workgroups. Each workgroup will make a plan and share it on September 20.

Date of next meeting: 9/20

Adjournment time: 12:42 p.m.

Submitted by Heather Peters, petersh@morris.umn.edu

[9.23.22] submitted to Digital Well via ummdigitalwell@morris.umn.edu