Equity and Diversity Committee

Campus Governance

8-30-2022

Equity and Diversity minutes 08/30/2022

Equity and Diversity Committee

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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
  - 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
  - EDA Dates
    - 10/4 Training for New EDA’s
    - 12/8 All EDA meeting
    - 4/4 All EDA meeting
  - Are all EDC members EDA’s?
  - 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
  - Connection to UMN Morris Strategic Vision and Plan
    - 2. Excellence for everyone; Aspiration 4 & 5; Priority 5 & 7
  - 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
  - Connection to UMN Morris Strategic Vision and Plan
    - 2. Excellence for everyone; Aspiration 3; Priority 5 & 6
  - 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
  - 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
  - CDO Position
    - Advocate for the creation of a full-time CDO position at UMN Morris
  - 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.
  - 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.
  - Climate Assessment
    - Partner with COWGE and EDI to conduct a Climate Assessment for students, staff, and faculty.
  - 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
        - 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.
o 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.

o 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

o 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

o 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
  o 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