5-2023

Equity and Diversity 2022-2023 Committee Report

Equity and Diversity Committee

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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.

Members: Heather Peters, Liz Thomson, Stephen Deslauriers, Jennifer Rothchild, Scott Turnbull, Ana Carbajal, Priyanka Basu, Paisley Sierra
Guests: Adrienne Conley, Rob Velde, Leslie Lindberg, Shaina Philpot

- **Coordinated the Equity and Diversity Advocate Program**
  - 10/4 Training for New EDA’s
  - 12/8 All EDA meeting
  - 4/4 All EDA meeting
    - 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
- **Selected winner(s) of the Bill & Ida Stewart Award for Racial Justice Advocacy award**
  - Staff: Kerri Barnstuble & Liz Thomson
  - Students: Ashley Johnson, Joselin Mejia Gonzales, & Paisley Sierra
    - Connection to UMN Morris Strategic Vision and Plan
      - 2. Excellence for everyone; Aspiration 4 & 5; Priority 5 & 7
- **Coordinated Campus Response to Regent Sviggum’s comments**
  - UMN Morris Diverse & Proud Community Gathering
  - Campus Assembly Response
    - Connection to UMN Morris Strategic Vision and Plan
      - 2. Excellence for Everyone; Aspiration 4 & 5; priority 5 & 7
      - 3. Vital Campus Community; Aspiration 6; priority 14
- **Created Sub-workgroups**
  - **Climate Assessment**
    - Members of UMN DEI Campus Climate Survey Advisory Board
      - Provided Feedback on Survey
      - Facilitated recruitment on Morris Campus
        - Connection to UMN Morris Strategic Vision and Plan
          - 2. Excellence for Everyone; Aspiration 4 & 5; priority 5 & 7
          - 3. Vital Campus Community; Aspiration 6; priority 14
  - **Increase Access to Childcare**
    - Presented a proposal to have two UMN Morris sponsored day care pods in the new Stevens County Daycare Pod Project
    - Created and distributed recruitment materials to solicit applications for daycare pods
      - UMN Morris Students
      - Three surrounding Community Colleges with Early Childhood Education programs
        - Connection to UMN Morris Strategic Vision and Plan
          - 2. Excellence for Everyone; Aspiration 5; priority 5, 7, & 10
          - 3. Vital Campus Community; Aspiration 6; priority 14
Multicultural Environment

Address Microaggressions on Campus

- Undergraduate Research Program
  - URS Accessibility Guidelines
  - URS Multicultural Sensitivity Guidelines
    - Connection to UMN Morris Strategic Vision and Plan
      1. Public Liberal Arts for the Future; Aspiration 2
      2. Excellence for Everyone; Aspiration 5; priority 5, 7, 8,
      3. Vital Campus Community; Aspiration 6; priority 14

- ED 1103 Student Leadership class
  - Connection to UMN Morris Strategic Vision and Plan
    2. Excellence for Everyone; Aspiration 5; priority 5, & 7
    3. Vital Campus Community; Aspiration 6; priority 14

- ORL Community Advisors Training
  - Connection to UMN Morris Strategic Vision and Plan
    2. Excellence for Everyone; Aspiration 5; priority 5, & 7
    3. Vital Campus Community; Aspiration 6; priority 14

- Respectful U Orientation/Welcome Week
  - Connection to UMN Morris Strategic Vision and Plan
    1. Public Liberal Arts for the Future; Aspiration 2; Priority 2
    2. Excellence for Everyone; Aspiration 5; priority 5, & 7
    3. Vital Campus Community; Aspiration 6; priority 14

- IS 1101: Morris 1101
  - Connection to UMN Morris Strategic Vision and Plan
    1. Public Liberal Arts for the Future; Aspiration 2; Priority 2
    2. Excellence for Everyone; Aspiration 5; priority 5, & 7
    3. Vital Campus Community; Aspiration 6; priority 14

Fall Professional Development Day 2023

- ECHO Training
  - Connection to UMN Morris Strategic Vision and Plan
    2. Excellence for Everyone; Aspiration 5; priority 5, & 7
    3. Vital Campus Community; Aspiration 6; priority 14

Partnered with NASS to support faculty & P&A staff participating in the Anti-Racism Across the Pedagogy Curriculum workshop

- Connection to UMN Morris Strategic Vision and Plan
  2. Excellence for Everyone; Aspiration 5; priority 5, & 7
  3. Vital Campus Community; Aspiration 6; priority 14

Initial Stages of developing DEI passive programing for 2023-2024

- Gathered Ideas from Equity & Diversity Advocates
  - Connection to UMN Morris Strategic Vision and Plan
    1. Public Liberal Arts for the Future; Aspiration 2; Priority 2
    2. Excellence for Everyone; Aspiration 5; priority 5, & 7
    3. Vital Campus Community; Aspiration 6; priority 14
● Visitors
  ○ Kerri Barnstuble, TRIO SSS & Bree Aslesson, Mental Health Case Manager
    ■ Discussed initiatives on campus designed to support students in need
    ■ Discussed the need to make these resources known to faculty and staff
  ○ Peh Ng, Michael Rodriguez, and Robyn VanEps
    ■ Listening session regarding the Morris Chancellor search process, attributes of ideal candidates, necessary qualifications and experience, and challenges and opportunities facing the next University of Minnesota Morris Chancellor.
  ○ Dr. Gutierrez, Associate Vice-Chancellor for Student Success, Engagement, and Equity, UMN Rochester
    ■ UMN Rochester’s Anti-Racism Action Plan
    ■ UMN Rochester’s Campus Climate Survey