

University of Minnesota Morris Digital Well

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Equity and Diversity Committee

Campus Governance

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Spring 2023

### Equity and Diversity Annual Report 2022/23

Equity and Diversity Committee

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## EDC 2022-2023 Committee Report

*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 programming 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