Equity and Diversity Committee

Campus Governance

8-28-2023

Equity and Diversity minutes 08/28/2023

Equity and Diversity Committee

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I. Introductions

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. 2022-2023 EDC Meetings
- Fall semester
  - 8/29, 9/19, 10/10, 11/14
- Spring semester
  - 1/23, 2/13, 3/19, 4/16

IV. Minutes
- Process
  - Take minutes. Use agenda and template to create minutes
  - Approve at subsequent meetings
  - Submit to digital well (open access)
  - Names are not referenced

V. Want to Propose 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.
  - People can review motion prior to the meeting
  - During a meeting it is easier to edit a motion rather than creating a motion from scratch

VI. Brief Updates
- Approve EDC 4.18.23 Minutes
- EDC 2022-2023 Report
- Climate Assessment
- Anti Racism Pedagogy Across the Curriculum
- Morris 1101 & Multicultural Knowledge Modules
- Childcare Initiative
VII. Upcoming DEI Events
- EDC Meeting: September 19th
  o Review and give feedback on Gender Equity Policy
  o Sub-Workgroup Time
- EDC Meeting: Oct. 10th 11:40-1:30 Halloween Incident keynote (in lieu of committee meeting)
- EDC Fall Development Day Follow Up: 11/21
  o How to Respond to Microaggressions during class, meetings, ect.

VIII. Connect EDC’s work to UMN Morris Strategic Vision and Plan
- UMN Morris Strategic Vision and Plan

IX. 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 Program Dates
    ▪ 10/3 Training for New EDA’s
    ▪ 12/7 All EDA meeting
    ▪ 4/2 All EDA meeting
  o I’d like all EDC members to be EDA’s – lead by example
- 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

X. EDC Initiatives 2023-2024
- Identified sub-workgroups
  o Climate Assessment
    o Passive DEI programming & Promoting DEI Offerings
    o Connecting Students to Social Assistance Programs
    o UMN Morris Professional & Personal Growth Program
XII. Additional Business

- Adrienne is on the Morris Core Experiential Learning Workgroup
  - Adrienne will bring up Equity & Accessibility Issues that should be considered

Date of next meeting (9/19, 10/10, 11/14, 1/23, 2/13, 3/19, 4/16)
Adjournment time 12:40
Submitted by Heather Peters
Date submitted to Digital Well via ummdigitalwell@morris.umn.edu