

University of Minnesota Morris Digital Well

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Equity and Diversity Committee

Campus Governance

8-27-2024

Equity & Diversity minutes 08/27/2024

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Equity & Diversity Committee 2024-2025

Date 8.27.24, 11:40 am-12:40pm

Moccasin Flower Room

Attendance: Tom Genova, Mauri Systo, Stephen DePirinelli-Delauriers, Elise Grabowska, Sue Dieter, Leslie Lindberg, Tina Goodin, liz thomson, Ann DuHamel, Anna Phan

I. Introductions

- Name
- Pronouns
- Role on Campus
- Length on EDC
- One thing you enjoyed about your summer
- One thing that excites you about the new school year

II. Review 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. 2024-2025 EDC Meetings

- Fall semester
 - o 9/17, 10/8, 11/12
- Spring semester
 - o 1/21, 2/11, 3/18, 4/15

IV. Minutes

- Discussed the process of minutes
 - o Take minutes. Use agenda and template to create minutes
 - o Approve at subsequent meetings
 - o Submit to digital well (open access)
 - o Level of detail preferred?
 - Big picture summary fine
 - Some details as needed; case by case basis
 - o Names are not referenced

V. Want to Propose a Motion?

- When possible, please submit a motion to me, tgenova@morris.umn.edu, three days before a meeting to increase our committee's efficiency.
 - o People can review motion prior to the meeting
 - o During a meeting it is easier to edit a motion rather than creating a motion from scratch

VI. Brief Updates

- Approved [EDC 4.16.24 Minutes](#)
- Approved [EDC 2023-2024 Report](#)

VII. Upcoming DEI Events

- EDC Meeting: September 17th
 - o Sub-Workgroup Time
- Equity and Diversity Advocates Workshop: 10/1
- EDI/TRIO SSS/McNair/NASS Welcome Week program 8/27, 3:30 p.m., Campus mall
- Healing Ceremony, Sept 18-19
- Anti-racism speaker to acknowledge racial hazing Halloween incident, Oct 28, 7 p.m., Edson; campus and community wide program
- NASS, Oct 1-3, pair of authors to visit campus and classes

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

- [UMN Morris Strategic Vision and Plan](#)

IX. Required EDC Initiatives 2024-25

- 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- attend as you're able
 - 10/1/24 Training for New EDA's
 - 12/5/24 All EDA meeting
 - 4/1/25 All EDA meeting
 - o Ideally, all EDC members will also be EDA's
- 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. Subgroup reports from 4/16/24: Review/Follow-up

Passive Programming- impact of SP's absence; newsletter outreach question

Campus Climate Survey- wrapping up year 1; year 2 will be January 2025; set some goals for second survey

Connecting students to social supports; background work

Faculty/Staff Professional Development- re: resources all in one webpage meeting with JSE; need for follow up

XI. Possible EDC Initiatives 2024-2025

-Do we like these? Do we want others?

Tom to create a Gdoc with name and mission of sub-groups for everyone's information: Building Inclusive Excellence, Climate Assessment, Connecting Students to Social Assistance, Student Athletes, Thrive at UMN Professional and Personal Development

-Subgroup to plan EDA workshops

-Subgroup to develop and administer responses to inter/national events (i.e., the elections)

-Subgroup to follow-up to items discussed in last EDA workshop on Campus Climate Survey

-Subgroup to rethink Community Hour (see [4.16.24 Minutes](#))

- XII. EDC Sub-workgroups

- Which sub-workgroup(s) do you want to join?
 - o Complete interest survey by 9/3/24
- By Next Meeting 9/17

- With sub-workgroup begin to 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

XII. Additional Business

XIII. Summary

Did introductions of members and the purpose of the EDC committee; we confirmed upcoming EDC and EDA meetings; gave updates for EDC Sub-groups and discussed sub-groups' topics for this academic year; discussed EDA workshops and the need for collaboration and have additional EDC members co-facilitate.

Date of next meeting: 9/17

Adjournment time: 12:38 p.m.

Submitted by liz thomson

Date submitted to Digital Well via unmdigitalwell@morris.umn.edu