

Diversity and Inclusion Committee Meeting Highlights

Date: January 10, 2018
Time: 1:30-3:00 pm
Location: EH 309

- I. Recap/Recent Events
 - a. White Racism Class – Dr. Thornhill

Is there anything we can support you for the class? How's it going? First class yesterday? I feel like I've been supported, and pleased with Administration, Provost and President protecting academic freedom. The class went well. Tomorrow will be 1st substantive information. I'm not surprised by the title, seems provocative – just the amount of interest. Given what I study and teach, emails and phone calls are what I expected. Pleasantly surprised by the emails and comments. The media and serious journalism have been covering it, for instance, with Chronicle of Higher Education, NBC, Washington Post, CBS news, national news. Spoke w/CNN last night. Positive messages the 2nd time, all over the country, international comments like several dozen. In the last 24-36 hours 150 phone calls. Maybe 40% positive 30% negative, remaining media. We appreciate having these discussions, and having this type of class.
 - b. Diversity and Inclusion Certificate Program

Coordinating Dr. Edmond Black, finalized – Feb 5 & 7 lecture series. Have posters for posting. If need them contact K. Hernandez. Feb 5 evening lecture, 7th during lunch hour. Part of the certificate program to get credit for it. Registration list is growing. We wanted the marketing committee to help us
The online training for core sessions. We are solving issues with the vendor and think we will have it available by the end of this month. Expect confirmation email from us. Thelma the student committee member will continue to attend subcommittee meetings. Any questions or speaker comments? No
 - c. Marketing/Technology Programming

Have not met since last semester. Will be meet with Tim Clark to discuss the video during the week of January 22nd. Currently do not have a chair, however decided each member will coordinate part of it and see how that goes. P. Gunter: We are all happy to help with the video and pitch in! Students were added to the group however students have a conflict with time but P. Gunter will confirm contribution.
Social media outreach with New Year's Eve traditions from other countries.
Instagram: Currently 300 followers, gave out prizes to like or follow the page
 - d. Student Retention Inclusion

No one from the committee available – I know they are looking at numbers as to why students are leaving. The student enrollment initiative, diversity and inclusion should be part of the numbers. They are working and gathering that information.
 - e. Employee Retention/Inclusion/Mentoring

We haven't met again since our last meeting in November. We were stuck on updating of the complaint form. Now we can regroup and focus on retention ideas. We have good ideas we just need to be action oriented. The mentor program for employees: we will try to get the ball rolling on this.

II. Website updates

- a. Complaint form – issues updating the form. We submitted a request to update the form. Submitted prior to the break. That will be changed. And will link it to the Ethics hotline. Triaged based on the complaint. Met with Chief Moore regarding the definitions added to the site. He gave statutes that he uses, very long, but breaks down hate crimes and different elements, thinking we will pull more general definitions, and add a link to the Cleary act and definitions to provide additional information. It is very strict how UPD handles hate crimes. It doesn't illuminate our policies for investigating a hate crime. Now they are considering, international study abroad trip, hotel, we should be tracking those locations and determining the type of crime. It's a federal requirement reporting, reviewed and published on every University website. Violations or hate crime – two different investigations. A guide has been added to the resource tab how bias incidents are to be handled by the justice dept.

III. Upcoming Events

- a. MLK Dinner January 24 630-9 CC Ballroom – Spoke with Edwardo, he's going to be coming "The Continuing Significance of Color Blind Racism in Trump America" he agreed to do a 10-15 interview the day of or before the event. Asking questions about the topic. This event counts towards the certificate for students and employees. Expecting a lot of people. Will possibly be streamlining in another room; hors d'oeuvres served, bookstore agreed to staff a table with his books, and several other of his books. A table on the stage with signage after the Q&A 20-25 min; book signing at the end. Lunch with 10 student leaders' w/honor students they will have lunch w him Wednesday. Send fliers to each and we will be distributed.
- b. Edwin black lecture series Feb 5th & 7th Cohen Center Ballroom
- c. Meet someone new – February 6th 12 to 1 Cohen Center Rm. 214
- d. Disability training: Mandatory ADA – March 14, 2018 (2 sessions that day) working w the speakers/an attorney coming in from Nebraska.) Will be open to the entire University but mandatory for managers and supervisors.
- e. Other events
February 15 – Cohen Center Ballroom 1-3pm environmental activist from MN; Standing Rock Movement
Winona Laduke – book stories from the front line. A part of the book club (January 17th & 31st during lunchtime). Sustainability will be representing this event.

Next meeting February 14, 2017