



President's Committee on Diversity

January 19, 2018

MINUTES

- I. Call to order –Cruz
Cruz called the meeting to order at 1:35 p.m.
Attendees: Bertossi, Boyd, Compton, Essila, Glenn, Harris, Hetler, Hightower, Knapp, Mendoza, Nicholas Ngafeeson, Koski, Leonhardt, Wiles, Jessica Cruz and Francine Sanderson
Absent: Brozzo, Heck, Kniola, Morgan, Reinhardt, Stulz, Wascom

- II. Approval of agenda and minutes
 1. Approval of agenda for 1/19/2018
Motion by Compton, second by Hightower; motion approved.
 2. Approval of minutes for 12/1/2017
Motion by Hightower, second by Boyd; motion approved.

- III. Diversity and Inclusion Officer Update –Cruz
 1. Excellence in Service Award Nominations
 - Cruz asked everyone to consider faculty/staff/team nominations for the awards and to keep in mind the effort to diversify the selection pool. Deadline for nomination is February 5, 2018.
 2. Alumni in the UP – request from Josh LeClair (Marketing and Communications)
 - Josh LeClair is looking for alumni who still live in the UP and is interested in alumni from underrepresented groups. They are doing an interview, photos and video that will run during the Super Bowl.
 3. Membership update
 - Motion to extend invitation for the student vacancy to Bianca White. Motion by Hightower, second by Compton; motion approved.

- IV. Spirit of Diversity Award
Discussion.
 - The structure of the award committee would include members of the Gender Working Group as well as the PCOD.
 - Nominations could come from outside the committees.
 - Recommended a five person award committee.

- V. Strategic Planning Subcommittee Update –Cruz, Compton, Essila, Leonhardt
 - The subcommittee discussed diversity/inclusion/equity framework.
 - They want to make sure to include community members and students.
 - They met with Cindy Paavola and discussed the process of creating a strategic plan for diversity at NMU.
 - It was suggested that the Community Outreach Subcommittee could provide important input regarding diversity in rural areas, which is a priority area. This work could be done in the summer.
 - The subcommittee will continue to meet and will seek input from the full committee as it continues its work.

VI. Data Subcommittee Update - Nicholas, Mendoza

There was discussion regarding the diversity campus survey.

- Nicholas stressed the need to have a survey that is tailored to the needs of the department. It is also important for IR to know what types of data will be collected and how will the data be used. To support this the subcommittee will be mapping the survey to the strategic plans.
- The subcommittee will reevaluate, research other surveys (e.g. NSSE, EBI) and create a new campus survey. They hope to have a finished draft survey for the February meeting and hope to get it out in March and use the summer for analyzing the results.
- The subcommittee wants to make sure to make the survey available to a wide variety of the student population and may host events (e.g. pizza party) to help get support, promotion and responses.
- The process will continue into the next year when a similar survey will be developed for faculty/staff.
- Discussion will continue about how often the surveys will be done in the future.
- The Diversity Strategic Plan subcommittee will meet jointly with the Data Subcommittee in order to align the goals of the Diversity Strategic Plan with the questions/data of the survey. The joint meeting will be scheduled and all members will be invited to attend.

VII. Programming

1. Past events

- MLK Day
 - The event went really well. Over 120 participants between the march and event at the UC.
 - It was highlighted on three TV stations and the Mining Journal.
 - It was suggested that MLK have a theme for the week that all events are tied to.

2. Upcoming events

- Diversity Common Reader
 - Currently distributing books to students by MERC.
 - Many activities planned (poster schedule).
 - The author, Luis Alberto Urrea, will be on campus at 7 p.m., February 27 in Jamrich 1100.
 - Wiles will be spearheading the *Global Citizen's Week* and the *Gender Fair*.
 - a. It was suggested that PCOD set up a table to discuss the importance in getting responses for the diversity survey.
- Teju the Storyteller will be presenting on January 24, at 7 p.m. in the Nicolet Room of the UC. BSU students who attended the National BSU conference attended his presentation and suggested him as a presenter for NMU. Brozzo was able to get him to come to Northern.
- The *It's On Us: Human Trafficking* event will be held 1-3 p.m., January 26, in the Marquette/Nicolet Room of the UC.
- Diane Goodman, a social justice speaker, will be coming to campus March 28-29. The committee will be meeting with her as a group.

VIII. Campus Incidents Update

IX. Good of the Order

- For events, it was suggested that there be more spacing between the tables to facilitate better access. The committee will be contacting Mike Bath to ask that he remind and inform the community about accessibility standards.
- Accessibility is now being taught to new Drupal (NMU website system) users. This shows that the conversations have been heard. Those who have responsibilities to oversee NMU webpages can get this training by contacting University Marketing and Communication.
- Accessibility issues are continuing to be highlighted throughout different areas and audiences on campus. Committee member decided to meet with Mike Bath, Jennifer Gorton and any others to discuss what is currently being done on campus (e.g. process for reporting accessibility issues), and what things are upcoming.

X. Adjournment

Cruz adjourned the meeting at 3:25 p.m.

Submitted by

Marlina Martínez

Administrative Assistant

Office of Diversity and Inclusion

Teresa Bertossi, Instructor, EEGS
David Boyd, Retired/Student
Shirley Brozzo, Associate Director, MERC
Jill Compton, Internal Auditor
Jean Essila, Assistant Professor, Business
Jamie Glenn, Student
Rachel Harris, Director, Center for Student Enrichment
Joe Heck, Business owner
Gwen Hetler, Professor Emeritus-Math/Computer Science
LaMart Hightower, Assistant Professor, Social Work
Danielle Knapp, Student

Janet Koski, Dir.-EO/Title IX Coord.
Victoria Leonhardt, Non-profit Marketing Professional
Juan Mendoza, Student
Susan Morgan, Assistant Director, International Programs
Madison Ngafeeson, Assistant Professor, College of Business
Jason Nicholas, Dir. Institutional Research/Analysis
Martin Reinhardt, Associate Professor, Native American Studies
Kevin Stulz, Associate Director, Admissions
Tracy Wascom, Assistant Professor, Art and Design
Madeline Wiles, Student