

Diversity & Inclusion Committee
Strength in Diversity
October 15, 2019

<input checked="" type="checkbox"/> Kim Feig, Chair	<input checked="" type="checkbox"/> Laura Gifreda	<input checked="" type="checkbox"/> Amy Kong
<input checked="" type="checkbox"/> Marika Adamek	<input checked="" type="checkbox"/> Nat Hicks, student rep	<input type="checkbox"/> Monica Latham
<input type="checkbox"/> Therese Collette	<input type="checkbox"/> Stephanie Hunthausen	<input type="checkbox"/> Kathy Mortimore
<input checked="" type="checkbox"/> Amber Emmart	<input type="checkbox"/> Robyn Kiesling	<input checked="" type="checkbox"/> Jessie Pate
<input checked="" type="checkbox"/> Chad Frady, student rep	<input checked="" type="checkbox"/> Angela King	<input checked="" type="checkbox"/> Virginia Reeves

1. Welcome student committee members Chad Frady and Nat Hicks.
2. Next Diversity Wednesday Event: 10/23
 - a. HC Women Students in STEM: Have 4 students, gathering a few more
 - b. Volunteer for marketing flier - Jessie
 - c. Volunteer for panel leader/discussant – Virginia,
 - d. Questions for panelists – committee will collaborate in a shared document by Monday,
2. Event scheduling
 - a. Think about a specific AP Campus event in the Spring, schedule appropriately to capture more students. Suggestion to schedule during class and encourage instructors to allow time for students to attend (ie: make it “mandatory”).
 - b. Diversity Wednesdays conflict with ASHC meetings. Can we work out a partnership instead of a competition for participants?
 - c. For spring: How can we partner with groups instead of compete?
3. Budget Concerns: Entire budget was folded into Professional Development (\$1200). \$800 has been set aside for honorariums for speakers. Kim has requested a budget modification, still pending. Faculty Senate may be able to sponsor. Food costs \$30 - \$40 per event. Maybe ASHC could also help sponsor.
 - a. Psychology club would like to grow Autism conference and is looking for support: financially, setup, promotion. Might be a way for D&IC to be involved.
 - b. 3 events remaining this semester. 6 in the spring.
4. November is approaching: 6th & 20th
 - a. Trying to lock down a speaker (working with Mike Jetty) – Topic: Environmental Racism and American Indian Communities and/or Global Warming and American Indian Communities.
 - a. Ideas for the 6th or 20th: Professor from UM Law or UM Native Studies, Nate can talk to tribal council about someone to talk about Littleshell tribe struggles to be federally recognized, Virginia will contact Gabe Furshong. Will be offered honorarium.
 - b. Larger Display Case for the photographs curated from 2017-2018 exhibit – Kim is waiting to hear from Donna

- c. Display panel – Jessie
5. Professional Development Opportunity for Diversity in Higher Ed
- a. Kim has applied for PDC funding. Would like another person to apply, as well.
 - b. <https://www.aacu.org/events/2020-diversity-equity-and-student-success>
6. Discussion about ratio of men to women on college campuses. Fewer men than women on college campuses. Concern that men have lost space and a voice on this campus. Discussion about what a less than 50/50 ratio means and how it differs from the term minority as it describes who has power. Equity vs. equality.
- a. Dissenting opinion about transition to all-gender restrooms. Would like to see the restroom return to men's rooms, as it has been viewed by some as discrimination. Discussion about "taking away" vs. changing who the room is available for, identity of the committee when decision was made. The decision to change the restrooms was presented to the entire campus through various groups (Staff Senate, Faculty Senate, ASHC, Directors, etc).