



Diversity & Inclusion Committee

April 1, 2019

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| <input checked="" type="checkbox"/> Kim Feig, Chair | <input type="checkbox"/> Laura Gifreda | <input type="checkbox"/> Monica Latham |
| <input type="checkbox"/> Marika Adamek | <input checked="" type="checkbox"/> Stephanie Hunthausen | <input checked="" type="checkbox"/> Jessie Pate |
| <input type="checkbox"/> Sandy Bauman | <input checked="" type="checkbox"/> Robyn Kiesling | <input checked="" type="checkbox"/> Virginia Reeves |
| <input checked="" type="checkbox"/> Therese Collette | <input type="checkbox"/> Tiffany Kolar | |
| <input checked="" type="checkbox"/> Shannon DeLeo | <input checked="" type="checkbox"/> Amy Kong | |

1. Social Justice Art Opening, \$50 food amount: is this enough?
 - a. Increase to \$100. Planning to order sandwiches from Jimmy Johns, to be served with other snacks.

 2. Narratives of Disabilities, April 17: participants (feelings of stigma).
 - a. Signs going up on campus.
 - b. Virginia is going to talk to students from Necessary Narratives to confirm. Has 3 or 4 students tentatively scheduled.
 - c. Kris has one student, a little concerned about stigma.
 - d. Stephanie will email all TRIO students.

 3. 2019 – 2020 Programming Ideas – once planned we need to develop a media sheet that narrates our vision for the year with some early programming included.
 - a. Kim attended Diversity, Equity, and Student Success Conference from AACU. Would like for other members to attend in future. Registration was approx. \$500.
 - i. One common activity was to provide an award to recognize work in diversity and inclusion.
 - ii. Want to balance sending people to conferences vs. bringing someone on campus for professional development.
 - b. Have professional development once per semester during IDD. Would like to split cost among other groups on campus.
 - i. Option: Mike Jetty for fall to coordinate with other training initiatives on campus related to success of and education about American Indians.
 - ii. Address important topics so that all employees gain exposure to ideas and strategies.
 - iii. Need training in facilitating discussions
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- iv. Want to shift approach in thinking about students' deficits to appreciating assets
- c. Activities related to work of Sufficiency Committee. How can we pick up where they left off?
- d. Having conversations about diversity, equity, and social justice.
- e. Implicit bias training for employees. Partner with HR.
- f. Would like to have consistent participation from a Student Ambassador on committee.
- g. Topics around parenthood.
- h. Election year in 2020. Possibly have programs related to talking about difficult topics.
- i. Get more creative around programming – try to not use monthly national themes. Create opportunities to have open discussions/town hall-type activities responsive to current events.
 - i. Poverty
 - ii. American Indians
 - iii. Parenthood
 - iv. Incarceration
 - v. Addiction
 - vi. Mental Health
 - vii. Stereotypes
 - viii. Microaggressions
 - ix. Age
 - x. Include a focus for the year, something to communicate that the topics affect and are influenced by everyone.
 - xi. Efforts to promote conversations throughout the month. Including faculty integrating into classroom.
 - xii. Host an event similar to “Great Conversations” but just for Helena College.
- 4. Looking for a theme the tie events together throughout the year. Kim will be sending out a poll.

Next meeting: April 22.
