Sign-Ins and Introductions
- In attendance: Laurie Walker, Brandy Reinhardt, Jill Howard, Caitlin Freeman, Jordan Lyons, Robin Parent, Jennifer Harrington, Thomas Heitt, Wilena Old Person, Pam Stiehl, Jen Zellmer-Cuaresma, Adrianne Donald, Shaunagh McGoldrick, Marja Unkuri-Chaundry, Denise Dowling, Morgan Alwell, Devin Carpenter, Hailey Michaelson, Ginger Collins and four members of the Pacific Islanders Club (including Kaaumoana Ahina, Jolyn Tausa, and Isaac La’a)

Old Business
- Approve March 2018 Meeting Minutes
  o Jen Zellmer-Cuaresma moves to approve. Seconded by Adrianne Donald.
    Minutes approved.
- Salvation Army Update
  o Updates on recent meeting. This has been a 20-year partnership between the university and Salvation Army.
  o Background - Outfield Alliance approached DAC with concerns about the email coming from the President’s Office asking campus community to donate to Salvation Army. Concerns based on history of discrimination against Lesbian Gay Bisexual Transgender/Two-Spirit and Queer/Questioning (LGBTQ) community. DAC drafted an email with Outfield Alliance regarding concerns and sent to Office of Civic Engagement (OCE) & President’s Office; received email back that group did not feel addressed their concerns. Some members of DAC & Outfield Alliance then had a meeting with OCE to share their experiences regarding positive work of local chapter of Salvation Army versus National. Group suggested OCE look into YWCA or other groups as a new partner. Thought the issue was finished and YWCA was a new partner based on email communication from OCE after meeting.
    ▪ Laurie recently met with Andrea in OCE who requested coaching about how to terminate relationship with Salvation Army.
    ▪ Laurie and she came up with some introductory language – bigger question, how to filter community partners (i.e. – Boy Scouts, Planned Parenthood, etc.).
  • DAC response:
    o What a great question for a Chief Diversity Officer to work on.
    o There should be a form for vetting these organizations for partnerships – form for diversity – if you do not fit criteria, cannot be a sponsored university activity – like in athletics with compliance requirement
    o Another example of an organization that DAC members do not support the university collaborating with:
- River – veterans organization in town – our Veterans Office has strong moral and ethical concerns about them – they take advantage of the post 9/11 GI Bill and tell president office not to engage with them – example of need to veteran organizations – presidents office should be doing this – especially is diversity is high value – put on annual report
- Suggested DAC framing – for how to terminate relationship – local office working to be more inclusive, our understanding is that the national office is not on board with the local inclusive LGBTQ actions of the Salvation Army – we are public institution so you can engage on campus, try to find volunteers, etc., but this partnership (national) is no longer in line with UM values and commitments to inclusivity – therefore we need to be open to partnering with other institutions that support our mission
- DAC was going to advocate for them to get an additional $900 for project, so total $1,800, right now sitting at no work-study with new partnership
  - What about an internship/practicum student? No expense then?
- Special Olympics and relay for life does it every year.

- Please be an active participant in writing the end of year report!!
- Forming a Subcommittee Regarding the Liberal Arts Bathroom Incident (Laurie, Shaunagh, and Hailey)
  - Current Incomplete Gender Neutral Bathroom List: https://umt.box.com/s/je4uw56fweplpuq30im9qfe4gi8akuq
  - Installation and lock from facilities services will be $250-350 per lock
  - Why is this not this just a university issue? Can we ask Human Resources? Associated Students of the UM?
  - Laurie has team of 9 people – 7 from the Missoula United Church of Christ, some are LGBT and/or university employees – one of the people has Geographic Information Systems (GIS) mapping skills – and suggested that we create an online form where we can drop information into – can even geotag photos
  - Might not be a single Gender Neutral restroom at Missoula College
    - Lucy France & Bernie at Disability Services for Students are good contacts – Jessica in Title IX will be on committee and suggested working with an architect from facilities services
  - Could this be a layer on the interactive map of campus?
  - Can update public websites once we have a list too – FreetoPee https://www.dosomething.org/us/campaigns/free-pee
  - Disability Access tax credit – any renovations of $100,000 or more you get the tax credit
  - Thomas will talk with ASUM about funding or other support that they can bring to this topic

- Name Change Discussion
  - Adrianne is saying that unless you have legally changed name, cannot change it on this campus, spoke to Joe Hickman in registrar – this is because we do not have the latest Banner upgrade. This upgrade allegedly
should start in summer, so we could begin doing name changes that are not legal name changes within a year.

- Conflicting information is going around…students can change their names in some places

- Diversity Website – See Page 3 of Agenda (Adrienne)

**New Business**

- **Chief Diversity Officer Job Description Subcommittee** (Wilena)
  - Met last week – Eliot took the lead; Marci was going to look at salary for our area to include in hiring justification – Eliot was updating the organizational chart with new student affairs organizational chart – want to get done by next Wednesday – President Bodnar deadline was May 1 for job description – focusing on hiring justification now.
  - Concerns about lack of diversity in searches, hiring, ASUM has discussed this
  - Where does CDO report?
    - Good to have it report to President because then has power to make systemic change
    - Or dual reporting could be beneficial
    - Timeline is also an issue, important to have students and faculty on campus for interviewing –
    - MSU is planning to use a private search firm for their position; concerns about us and MSU going out at same time for a CDO, but we are likely to be behind them on our recruitment timeline.
  - Concerns about University Planning Committee lack of diversity and general lack of discussion of it on campus right now
  - Instead of top down, focus on bottom up talks of diversity – time is of the essence – no draft organizational charts currently circulating have CDOs in them
  - Does DAC want to formalize a collective written statement from DAC for UPC?
    - SS 352 3-5pm Faculty Senate UPC meeting
  - DSS diversity has changed too – now serve 12% of population
    - Choice not to bring up the CDO at the meetings this week, but state the importance of diversity
    - Specifically mention rural, 1st generation, veterans, diversity is more than race – all minority groups

- **Selecting DAC Executive Leadership for 2018-2020 Academic Years** – Co-chairs, Secretary, & Treasurer open for next year. If interested individuals are encouraged to speak with person in that position to discuss time commitments and roles. Treasurer suggests having Pro-card and access to an accountant to advise on expenses.

- **Announcements**
  - **Cultural Leave Policy for Students** -
    [https://umt.box.com/s/icgs2io7ppwhy2eo67z4xcy4439atwu](https://umt.box.com/s/icgs2io7ppwhy2eo67z4xcy4439atwu) (Laurie)
    - Passed faculty senate – seems pretty invasive now though, they are required to educate others – can ASUM revise the policy? Military leave was the only policy on record for excuses absences prior to this policy.
  - **Nancy Borgmann Diversity Award** (Caitlin)
Information given to Amy Kinch – Drew Colling selected – request to save other person’s nomination for next year, sent that request to Amy – great representation of students, faculty, staff on committee

- **Smudging Policy Training** (Wilena)
  - What is smudging? And why does UM have a smudging policy?
  - Friday, April 20, 12-1 p.m. UC 327. Lunch provided. – DAC cosponsoring – open to students staff and faculty -
  - Rosalyn LaPier (Blackfeet/Metis), Associate Professor, Environmental Studies, will share knowledge she learned from Blackfeet elders and discuss her own academic research on Indigenous purification practices. An Indigenous scholar, LaPier is currently working on her third book project, “Plants That Purify: The Natural and Supernatural History of Smudging.” Sponsored by the Diversity Advisory Council and the Native American Center of Excellence.
  - RSVP at the link connected to the title

- **Annual Student Diversity Award Event** – Devin and Hailey will help announce
  - **DAC Budget Update** (Adrianne)
    - **Allocated Funds $3,309**
      - Committed to Student Achievement Awards, $500
      - Diversity Awards
        - Fall ($752.29) - Processed
          - Kyiiyo, American Indian Heritage Day and Month, Missing and Murdered Indigenous Women, $63.17
          - Kyiiyo, $250
          - Ruth Ann Swaney, American Indian Heritage Day and Month, $189.12
          - DiverseU, Emmaus Speaker, $250
        - Spring ($1,060) – Still being processed
          - SCHWA Tunnel of Oppression Display, $60 – they might not actually need this money – SIN should have paid for this (so will make funds available to another group - Expecting an application from the Native American Student Advisory Council)
          - Kyiiyo, When They Were Here screening, $250
          - International Muslim Students Association, $250
          - Pi Lambda Chi Sorority, $250
          - GUTS!, $250
          - Native American Law Student Association, $250
          - Gender Neutral Bathrooms, $250
          - Smudging Policy Awareness Event, $250
        - Remaining Budget ($246.71)

  - **New Application**
    - 315pm: Pacific Islanders Club
      - [https://umt.box.com/s/mb9nuhdagy8ue5c1g2iv27w8p717c0e0](https://umt.box.com/s/mb9nuhdagy8ue5c1g2iv27w8p717c0e0), $250
      - Event May 4 – educational instruction about how to make bamboo stamp – want to teach members ancient way of printing on fabric –
requesting funds to ship bamboo and buy fabric. Would dye naturally if the resources were available. No other organizations are collaborating right now, but they did a traditional Samoan dance at International Festival – they fundraised $452 with that dance. Their goal was to give a 7 year old dancer money for an event – other half of funds being used to print flyers and provide food. The fabric is their highest cost. They now have a sewing machine. It is important to be sustainable: bake sales help with fundraising. They have a hula classes every Saturday and they discuss language at meetings. In future planning cultural fashion show to display what students are making. What students make is for them to keep – traditional for them to keep what they make.
Wilena move to approve – unanimous second
Interviews for AISS upcoming
May 3 & 4 – UM Pride – info on SIN website queer prom, pridefest on oval May 3 – big blow up slide, educational panels – lavender graduation/ceremony? is May 10 – let’s send University wide email!