Diversity Advisory Council (DAC) Meeting Minutes  
Wednesday, November 14, 2018 3pm-430pm  
Location: Davidson Honors College Room 118


Old Business:

Approval of the October 2018 Minutes:
- [https://umt.box.com/s/owmqamumzec4u0f9go449k07sbn4ctk1](https://umt.box.com/s/owmqamumzec4u0f9go449k07sbn4ctk1)  
  - Pam Steele motioned to approve minutes  
  - Larry Abrahamson seconded approving minutes  
  - All present voted to approve the minutes for posting

DAC members provided feedback on the draft DAC 5 Priorities for Action
- Background – the administration has asked the DAC for ideas on how to integrate diversity into the president’s 5 Priorities for Action.  
- Discussion questions included: what is important, what is missing, what are you excited about, and what do you have a gut reaction to?

Discussion: The group discussed possible action or appendix items to include.

Initiative 1 – Place student success at the center of all we do.
- Build and implement a recruitment plan specifically targeting underrepresented students –  
  - Promote cultural leave policy in recruitment a marketing material  
    - Discussion regarding where the information would be placed  
      - American Indian flyer on “tribal circuits” (recruitment related trips to reservation communities)  
  - Discussion regarding past dialogues to add/increase diversity images on marketing materials while keeping an accurate representation of the population. The Council for the Advancement of Standards in Higher Education (CAS) standards addresses this and has language we can use regarding accurately reflecting diversity.  
- On-Campus Recruitment via existing event where communities already gather
o UM Days – families, admissions, and incoming students; Target specific recruitment events such as UM Days around cultural events that would be pertinent to specific student populations. For example:
  ▪ Could we invite LGBTQ prospective students to visit UM during Pride Week or Queer Prom
  ▪ Native American prospective students to visit during Kyiy and the diverse Native American focused events that week.
  ▪ Trio eligible students during First Generation Events.

- Create marketing inclusive of minorities in targeted regions
  - Recruitment Outside of Montana – Increase Out of State Recruitment
    ▪ A recent Missoulian article mentioned that Cathy Cole doing research on states to target for enrollment.
    ▪ UM currently does targeted recruitment to states in the Northwest (Oregon, Washington, California), as well as Chicago, Minneapolis, and Wisconsin.
      • Many Washington students come here because out of state tuition is cheaper than in state tuition in Washington.
      • Especially true with Western Education Exchange
      • Professional Schools are also more affordable for out of state students, so promote this fact (ex. http://www.socialworkdegreeguide.com/affordable-masters/).
    o Ex. Marketing idea – photo and a quote from a Pharmacy student who attended UM because out of state tuition is cheaper than in state tuition in Washington. His face and his voice with a quote from him may relate to other students.
    • Higher number of potential students who are Hmong in Minneapolis, so focus recruiting images to include Hmong students there and in other places like Seattle and California where higher percentages of potential Asian students reside.
      ▪ California junior colleges will not let students transfer without AA, but we accept students after 1st semester.
    o Incorporate ideas into UM Admissions page

- Orientation –
  o Increase access to diversity on campus during Griz Welcome
    ▪ Fall Orientation – have identity focused groups and activities available for students
- How can we put all of this in our recruitment material and on social media?
  o Should the DAC reach out to the new marketing staff (kayla.aliemenious@umontana.edu)? Kayla creates all of the recruitment material and has been producing videos for social media. The last two donor videos tried to incorporate diversity in the last two videos.
  o Create identity-based group options to join in social media groups for incoming students

Initiative 2 – Drive excellence and innovation in teaching, learning and research.
• Dialogue focused on changing the words multicultural, cross-cultural, intercultural, culture, and cultural safety to determine consensus on the best language to use. Revise to agreed upon language throughout this section.
• Increase recruitment of diverse students in high impact practices
  o Undergraduate Research Programs,
  o Montana Campus Compact Affiliates (scholarships for civic engagement activities),
  o Scholarships in Science Technology Engineering and Math grant application, etc.)
• Add Universal Design Learning principles – multiple means of engagement to increase student motivation and quality of instruction (explain in more detail in appendix B - accessibility in written materials, closed captioning, interpretation, delivery of lecture content, removing ableist language, availability of gender neutral, family, and disability accessible restrooms)
• Add land acknowledgement to syllabi (see Initiative 4 for explanation)
• First-year Seminars and GLI First-year Seminars
  o Offer identity-based seminars to identity based relationships building and increase diversity in the curriculum at UM (ex. promote existing incentives via the Global Leadership Initiative model which could focus on diversity topics like an LGBTQ focus. Add identity based group options for Seminar like the Missoula College and Living Learning groups.)

Initiative 3 – Embody the principle of “mission first, people always.”

• Discussion regarding, “Requiring Diversity Statements from Candidates”
  o Committee members thought diversity statements may have been legally challenged (need to research)
  o Alternative options include providing prompts in teaching statements focused on diversity, equity, inclusion and similar factors
• Discussion regarding “giving greater weight to diversity as a factor in hiring and retaining staff, faculty, and administration” and hiring more diverse individuals in general
  o The current blind review process does not give greater weight to diversity, but instead is an attempt to address implicit bias.
    ▪ Individuals participating in these blind reviews noted that the final candidates using these search practices resulted in similarly structured resumes and cover letters and did not reflect a more diversity in applicant pool selected for interviews.
  o NASPA (Student Affairs Administrators in Higher Education) says you should be able to post a job specifically for diverse applicants in higher education. The language states that specific populations or diverse applicants are “encouraged to apply.”
    ▪ UM may makes these statements, but what does UM do in practice and what are the outcomes?
    ▪ Revisit current existing statements
- We have the ability to keep position open until we have better representation of the people in that discipline – (Marcie Briggs in Human Resources can provide more information).
  - Ex. Human Resources researches the diversity of applicants in the national pool of recent graduates in that discipline and keeps the job posting open until an applicant pool better matches the diversity of the national pool in that discipline
- Research historic means for giving greater weight to diversity in hiring
  - Ex. writing job descriptions with Affirmative Action/Equal Opportunity statements regarding... populations encouraged to apply
  - Ex. writing job descriptions with required and preferred qualifications that may match the life and work experiences of diverse candidates
- Revise statement to, “Identify strategies permissible to increase diversity in hiring within the UM context.”

- Move the last action item to the top? “Increase resources to prioritize diversity as a priority for development and growth”.
  - Ex. UM Partnership for Comprehensive Equity (PACE) National Science Foundation ADVANCE Grant to increase female scientist Tenure Track positions in Science, Technology, Engineering, and Math disciplines
- Its On Us chance to “Develop a campaign building on existing models to create a respectful and civil campus environment that stops unwelcome and offensive behavior via training, prevention, reporting, and accountability”
  - Graduate Student Amanda Rosbarsky is Chairing a new subcommittee to help create a respectful campus environment. All members interested in joining this subcommittee please make a note on the sign-in sheet (Eliot, Adrianne, Wilena, Pam Stiehl and Cammie Pablo).

Initiative 4 - Partner with place.

- Land Acknowledgement Statement – where does this fit best? It was agreed that this item should move to Partner with Place.
  - Provide guidance to departments/units on land acknowledgements (Ex. PAR-TV building employees are interested in creating a plaque, but need guidance on the wording)
- Add Eloise Cobell Day (November 5), American Indian Heritage Days, and Trans Day of Visibility to the list of UM calendar updates to raise awareness and change the local pow wow language to Montana Circuit of Powwows
- Add Lomasson Center Food Zoo menu to UM Calendar with specific cultural events or food menus
- Importance of Food to Cultural Groups
  - Legally the university cannot let outside parties (non-university groups) use the UM kitchens. What are the specific rules and state laws? What can we do make accommodations? Why are bake sales permitted and not fry bread? How can the DAC help with the communication of these policies?
  - The DAC should invite UM Dining (Camp Howard) to a DAC meeting to discuss options to develop a transparent policy to accommodate food at cultural events.
Example of developing intercultural proficiency to address concerns in a relational manner.

Initiative 5 – *Proudly tell the UM story*.

- Focus on heterogeneity in groups in this section (ex. Blackfeet, Crow, Chippewa Cree, and other nations featured) to ensure only one Indigenous perspective does not become central to the UM identity
- Add bricks to the Scholars honored in front of Main Hall (Ex. Eloise Cobell Presidential Medal of Freedom, 2016)
- Should we add an overarching theme such as the Six Rs: Respect, Responsibility, Reciprocity, Relationships, Representation, and Relevance?

**Selecting New Leadership for DAC** – Discussion and vote on the new DAC leadership nominees.

- Nominations
  - Faculty Co-Chair asked for self-nominations in addition to those already under discussion, no nominees were given
  - Nominations
    - Faculty Co-Chair nominated Jordynn Paz as the Student Co-Chair
    - Faculty Co-Chair nominated Adrienne Donaldson as the Staff Co-Chair
    - Faculty Co-Chair nominated Hailey Michaelson to shift from Co-Secretary to Treasurer
  - Faculty Co-Chair mentioned Linda Eagleheart expressed interest as the faculty co-chair; however, given Linda attended her first meeting today and the group did not have time to get to know her given the urgency of the 5 priorities work today Linda was introduced as a possible Faculty Co-Chair.
- Vote
  - Laurie Walker motioned to vote to approve the nominations of Jordynn Paz to Student Co-Chair, Adrienne Donaldson to Staff Co-Chair, and Hailey Michaelson to shift from Co-Secretary to Treasurer
  - Cammie Pablos seconded motion to vote on the nominations
  - All present voted to approve
  - The Faculty Co-Chair nominee vote will take place at a future meeting

**Follow up on UM Bookstore Complaints from Students with Disabilities and Vocational Rehabilitation**

- The DAC Treasurer (now Staff Co-Chair) is on the ADA Committee and followed up on recent accessibility complaints about the UM Bookstore.
- Before the transition, the UM Bookstore staff were trained to help with accessibility customer service, billing, and access to materials. However, the transition did not go smoothly and new staff were not trained in these areas.
- UM Bookstore used to be able to buy from any wholesaler, but Barnes and Noble can only buy from certain wholesalers because of copyright issues with textbook piracy. As a result the number of in print books for older textbooks is limited via the UM Bookstore.
• Another issue is that programs that help students (Student Vocational Rehabilitation Accounts) were not implemented well during the transition.
• The UM Bookstore Incorporated has a CEO and she is our liaison to Barnes Noble. She is aware of Americans with Disabilities Act issues and concerns.
• Barnes and Noble is also communicating with faculty regarding choosing newer versions of textbooks in order to increase the availability of print versions of the book.
• DAC Treasurer (now Staff Co-Chair) is working on this issue if anyone has follow up questions or concerns.