Diversity Advisory Council Meeting Minutes
January 26, 2017

Attendance: Shaunagh McGoldrick, Caitlin Freeman, Hannah Gale, Ruth Swaney, Girlish Harrison, Lucila Rudge, Debra Earling, Melissa Neidigh, Julie Edwards, Marcie Briggs, Wilena Old Person, and Laurie Walker

Welcome and Sign In
- Included discussion on the Montana and global Women’s March events, the Hidden Figures film, student report of finding hate speech on campus, city and state efforts focused on diversity, and an idea for a possible book discussion (Presumed Incompetent – intersections of race and class for women in academia – narrative stories of people’s experiences)

Old Business
Postponed Approval of November and December Minutes (still revising)

New Business
Discussion of Diversity and Inclusivity Statements from President Stearns
- Appreciative of emails to campus community
  o Martin Luther King Day Statement – encouraged engagement in community – January 13, 2017
  o State of University Address and Our Community Expression of Values Statement – President acknowledged Girlish and other #OurCampus students meeting to discuss diversity and inclusion – January 19, 2017
    ▪ Discussed as an explicit response to Girlish and Hannah (students) December meeting with President Stearns making our values explicit regarding inclusivity and valuing diversity
    ▪ DAC members involved in SPCC information gathering after address: information will be available to everyone – part of transparency – trying by February 1st – right now raw data, want to present cleaner update
  o President Stearns Video to Students – January 23, 2017
    ▪ Just sent to students; If you’re not enjoying campus, talk to faculty, advisor or her – specifically named veterans and students with children

- Next Steps
  o Wilena and Laurie need to request meeting with President Stearns to thank, provide feedback, and discuss feedback and accountability mechanisms; Consider inviting to May DAC meeting for year end report
  o Students may have a follow up meeting early in Spring semester
  o Possible additional Co-Chair meetings to ask about diversity and inclusivity follow through and accountability mechanisms regarding what we are doing and how
    ▪ Consider working on university websites – places for students to go for support (fight, flight, or freeze responses to microaggressions in daily campus interactions and written hate speech)
    ▪ Confidential resources – SARC, Counseling Center – student choice
    ▪ Jessica Weltman in Equal Opportunity/Affirmative Action
      ▪ Asked questions about Hate Speech – have on piece of paper, not electronic – Laurie & Wilena will follow up on policy – Tobin helped write
    ▪ Paul Haber – University Faculty Association, help interpret protections for faculty if speak out
    ▪ Montana Public Employees Association (Shaunagh can meet with staff union to similar questions)
    ▪ Planning for Trainings: Title IX trainings for new employees
    ▪ ADA Committee – report ice on disability ramps and parking, disability building access (can we approach donors for funding?)

- President Search Update
DAC sent a letter to Clayton T. Christian, Commissioner of Higher Education - Montana University System who confirmed receipt of our letter with several diversity related requests including appointing a DAC member to the Search Committee

- Committee reiterated how much we want women, woman of color, or other under-represented candidates
- Suggestion to make personal phone calls and encourage colleagues to apply for the position

- **Requesting Data Analysis from Climate Study** – Dawn visit DAC
  - Yes, let’s have her run numbers and present to DAC as part of the larger conversation

- **Nancy Borgmann Award**
  - Formed committee:
    - Chair: Mika Watanabe, Disability Services for Students;
    - Committee Members: Caitlin Freeman (VETS Office), Debra Earling (English Department), Girlish Harrison (Student), and Melissa Neidigh (Residence Life Office)

- **Strategic Planning Coordinating Council Updates** – suggested they visit DAC in March to make sure diversity is well represented in the document

- **New Task Force: Transgender and Gender Identity/Expression Employee Procedures** (Chair: Laurie and Shaunagh)
  - Working draft a employee procedure manual
  - List of names of people vetted to help with committee – will reach out to them this week to be involved – meet once per month
  - Give Cindy Boies completed product by end of semester
  - Goal: Fall 2017 Faculty Development Office/Human Resources training to introduce the draft present at training

- **Training Announcements**
  - Bryan Cochran will be offering a Faculty Development Office (FDO)/Human Resources (HR) this semester focused on the transgender population
  - Wilena – February 8th at 2:30 – MSU Sweeney Windcheif will present on cultural competency informing cultural humility – open for faculty and staff
  - Laurie & Turquoise at Missoula College & Bitterroot College – leading inclusive classroom discussions