Diversity Advisory Council (DAC) Meeting Minutes
Monday February 26, 2018 2pm-3:30pm
Location: University Center Room 329 (Alumni Board Room)

In attendance:

Sign-Ins and Introductions
DAC members introduced themselves to President Seth Bodnar.

Meeting with President Bodnar –
• Note: The minutes reflect the conversation during the meeting, but do not summarize DAC work on a Chief Diversity Officer (CDO) to date.
• Focus on CDO Organizational Chart Draft
  o (Link: https://umt.box.com/s/4ji7jveqflov4uf54vm1okbjzab0lsfi)
  o Chart edit comments
    ▪ International Students should be under Global Engagement Office,
    ▪ Change DSS name to Disability Services for Students;
    ▪ Where does UC fit? SARC?
    ▪ Need to add the relationships with Missoula College, Bitterroot College, and Tribal Colleges.
  o With a CDO in place, they could keep a pulse on all campus diversity work; right now it is piecemeal across campus where volunteer committees or grant funds permit the work.
  o DAC created a document from the webinar with potential CDO’s responsibilities
    ▪ Two of the primary functions for the CDO are to coordinate diversity efforts on campus for students and faculty/staff, as well as have a cohesive vision for campus diversity.
• The Diversity Officer from Whitman College gave guidance to DAC co-chairs on the responsibilities of a CDO.
  o At the Whitman Diversity Officer’s suggestion DAC Staff Co-Chair sat in on a webinar this week about CDO function; Damon Williams at the Center for Strategic Diversity hosted a webinar presented the National Inclusive Excellence Leadership Academy.
- We can sign up for this webinar series as an institutional team to start strategic planning for CDO. The cost of the webinar is $3,850 per person for a team ($3,200 per member of a 5 person team).
  - The CDO at Whitman College recommended a CDO be part of the administrative cabinet and involved in Student Affairs and Provost scope of practice.
- President Bodnar expressed that diversity is a strategic imperative for UM. President Bodnar stated it is “not just right but critical” to focus on diversity in leadership, faculty, staff, and the student body. He has attended many meetings already about diversity including those about American Indian efforts. He attended Black Solidarity Summit this past Saturday. Looking to move UM forward in diversity.
  - Questions posed:
    - How do we make sure a CDO is beneficial and does not detract from the efforts already going on at UM? How can we think holistically and set out clear objectives?
    - President Bodnar suggests focus on architectural design idea – form follows function. What will be the CDO’s objectives? How will a CDO be held accountable?
    - How can we evaluate CDO/diversity on campus? We collect data now, but do we regularly run reports and make that available for the public regarding diversity at UM?
    - President Bodnar would like DAC to gather best-practices from other flagship public universities.
      - University of Iowa? University of North Dakota?
      - The Provost Search Committee is scheduling candidate visits and UM is going to put out ad for a VP of Finance soon; lots of interim leadership at this point, so in 6 months we will have a very different cabinet. CDO will be part of team, so clearly defining the CDO role now is ideal. New CDO first step should be to consult DAC. Would CDO Chair DAC?
      - How would relationships with CDO and the various university departments function?
    - Would CDO have impact on content, or would they do trainings?
- DAC would provide President Bodnar a summary of how the CDO position fits within the cabinet. The University has strategic plan for diversity, but no accountability.
  - DAC has talked with and looked at models for Portland State University and Montana State University (MSU). DAC Faculty Co-Chair heard that MSU is moving to hire a CDO to expand their existing office after the monthly meeting. MSU has a program manager, but not a CDO. The position is currently more student affairs and programming focused (such as dialogue programs). MSU had plans for a climate study this academic year.
  - A UM CDO would not oversee programming, but have a position more like the Dean of Students (oversees an area of work, not individual departments).
    - Define the difference between Equal Opportunity and Affirmative Action and a CDO.
    - UM had a former diversity staff position under Title IX.
• Suggestion for CDO to be involved in shaping policy. For example, UM diversity work has relied heavily on grant funding to drive diversity initiatives. The CDO could focus on institution wide diversity work, as well as connections with tribes.
❖ How can we get more diversity programming and research into the university
❖ **DAC Step 1** – Write a position description by looking at other models at public universities that are peer institutions and coordinate with other invested campus offices (including Equal Opportunity and Legal Council).
  o Can synthesize the book from Damon Williams into position description.
  o Draft job description and measures of success.
❖ Timeline is 2 months; President Bodnar wants to coalesce leadership team through spring and summer.
  o Timeline coincides with UM’s American Indian and Minority Achievement deadline of May 1, 2018 submitted to the Montana University System to establish a plan for a point person focused on diversity and minority achievement.

**New Business:**

**Diversity Award Applications**
• Criteria: $250 caps in order to award more people.
• Laurie plans to go to the Kaimin and have students interview on their receipt of our award money.
➢ Kyiyo, Danielle Vazquez & Ivan MacDonald
  o Currently working on an advocacy/awareness day screening of *When They Were Here* for Murdered & Missing Indigenous Women’s Day. Screening will be at the Roxy and last year the DAC funded the work on this film which features interviews with several individuals with missing/murdered family members. The event was originally conceptualized by Kyiyo member and student Marita Growing Thunder who organized the Save Our Sisters Project. The film has been shown to an estimated 2,500 people in Portland, throughout Montana, and at the Indigenous Film Festival. Arizona State University, Sitting Bill College, and a university in Wisconsin are also interested in screening the film. It is free and open to the public and will include Marita Growing Thunder’s dress installation with a possible discussion after the film. The Roxy is charging $250. The YWCA is interested in a possible sponsorship, they have reached out to Senator Tester’s Office, and the Native American Center of Excellence can help with funding, too. At least 10-15 more women have gone missing since they started screening the film one year ago. Marita Growing Thunder explains that an epidemic signifies something biological, but this is a crisis and a direct result of colonization. Ivan is completing an independent study to complete a journal article for the film utilizing the article “Decolonization is not a metaphor.”
  ▪ The new Artistic Director of Montana Repertory Theatre wants to partner with Native voices in his productions – Pamyla Stiehl will connect with Kyiyo.
  ▪ Funding approved by DAC.
➢ GUTS!, Erika Allen
  o Bachelor of Social Work Students, working with the YWCA GUTS program, requested funding for Lunafest. GUTS provides leadership-based empowerment
programs in Missoula County schools, teaching girls to work on their strengths and weaknesses. Lunafest is an annual film festival that features films about girls in male-dominated sports and works to break down gender stereotypes. The festival takes place in the Wilma and there will be a silent auction with donated services and goods. There will be a GUTS! performance put on by the girls that highlights their beauty and strength. All University students and staff are invited to Lunafest. The requested funds will go to renting the Wilma. GUTS and Lunafest are working to increase diversity through outreach with the entire UM campus. All the featured films are educationally-oriented.

- DAC discussion –
  - How does GUTS! connect to UM? UM can invest in a collaborative relationship investing in girls, which works to proactively address the issues related to discussion boards acting to disempower strong female voices.
  - How can UM best engage the event and bring the impacts of the event to campus?
  - DAC wants to know how many underrepresented people attend the GUTS! summer program and how many UM students volunteer with them. DAC executive council asked the student applying for the funding to provide additional information addressing these concerns.
  - Hailey moved to table this request until next month. Seconded by Marita; funding for GUTS! Lunafest tabled until March.
  - DAC Executive Council received additional information from the applicant and felt comfortable funding the award.

“More GUTS! Info:

GUTS! (girls using their strengths) program is devoted to creating opportunities for girls to identify their strengths, build their confidence, and discover their limitless potential. The GUTS! program prioritizes diversity and inclusion. We are dedicated to providing an inclusive environment with safe spaces, programs, and facilities that are welcoming to all individuals regardless of race, ethnicity, religion, spirituality, gender identity or expression, age, sexual orientation, ability, socioeconomic status, or national origin. Celebrating diversity better prepares girls to be healthy and productive members of their communities and society.

Inclusion is an essential component of our mission to support young women discovering their strengths, developing their leadership skills, and using their voices to activate positive community change. GUTS! furthers our mission by aligning policies, curriculum, and decision-making to support diversity and inclusion.

Diversity Initiatives for the GUTS! program include:
- At least 30% participant positions will be filled by girls of color. We will work to recruit girls of color and try to limit any barriers they may face to participate. Three weeks before each program begins, if we have still not filled the positions with girls of color, we will open the slots up to any participant.
- Strive to recruit women of color as volunteers and staff. Have staff and volunteers
participate in Racial Justice trainings through YWCA and the community. Incorporate working with diverse populations into our GUTS! training.

- Monitor participant numbers based on race and socio-economic status to ensure we are meeting our inclusion goals.

Knowing that Native girls/girls of color will usually be the minority within any group in Missoula GUTS! has also created talking circle group specifically for native girls and girls of color. The GUTS! program also runs a GUTS! program on the Flathead Indian Reservation at Arlee School.

Many volunteers and interns are Students at the University of Montana and they run a majority of our programs and groups. One of our main goals is to develop leaders and help empower girls to continue with education, whether it’s a 2-year or 4-year program.

We have an MOU with Missoula College to encourage girls to pursue their dreams of working in trades. This is very important to us because women are under represented in trades. To do this, we have established a program called GRIT. Girls Representing In Trades aims to educate and encourage young girls to explore trade and skill-based work as attainable and feasible careers—anything from construction, to auto mechanics, to welding.”

➢ International Muslim Student Association (IMSA), Ayat Madud:
  - IMSA members have been experiencing hate speech and misperceptions about being Muslim and they want to do an “Ask a Muslim” table in the University Center, the Oval, and downtown. IMSA is requesting money for banners. The community and students are volunteering their time to participate and educate the community and campus. IMSA would like to complete tabling before Ramadan, so that the campus and Missoula climate will be better for Muslims during that time (last year Ramadan was difficult due to hate speech). IMSA has considered security and hope to have plain-clothes police officers present for downtown tabling. Have considered tabling at Farmers Market and First Fridays. Will offer takeaways from table including henna and handouts on cultural and religious traditions.
    - Can also table on April 8, 2018 at the International student festival.
    - Funding approved by DAC.

➢ Multicultural Latina sorority - Pi Lambda Chi. Part of establishing a chapter is to go to Colorado where Pi Lambda Chi formed. The group is planning to take 7 students. The 4 star priorities of the sorority are academics, community, sisterhood, and culture.
  - Executive Council approved funding after meeting adjourned.

Updates on Old Business:
- **Provost Search Committee Chair Updates from Dean Chris Comer**
  - Candidates visits being scheduled.
    - DAC can observe the Provost hire’s strengths and areas for growth and how that can influence the job description and search for CDO.
- **Salvation Army** (Adopt-A-Family – Civic Engagement Office and Associated Students of the University of Montana)
• Civic Engagement will no longer partner with Salvation Army. Will pilot partnering with YWCA for holiday season 2018/2019.

- **Transgender Website**
  • Proposed Soft Launch and focus group tentatively scheduled for April 4, 2018 in Branch Center to coincide with Transgender Day of Visibility.