Diversity Advisory Council (DAC) Meeting Minutes  
January 29, 2018 2pm-330pm  
Location: UC Room 329 (Alumni Board Room)

Present: Eliot Graham, Denise Dowling, Marcie Briggs, Laurie Walker, Nicole Martin, Ray Carlisle, Jen Harrington, Melissa Neidigh, Adrianne Donald, Hailey Michaelson, Devin Carpenter, Lauren Kelso Hanna, Kathryn Shanley, Morgan Alwell, Shane Sangrey, Nathan Lindsey, and Jill Howard

- Check-in: What are your goals/hopes for DAC this semester (i.e. if we are successful what will we have accomplished)?
  - To see diversity upheld by new president; support new president’s transition from industry to academia;
  - Get involved with DAC, especially in support of transgender children in rural west;
  - Complete the content for and launch the UM Transgender Resources webpage;
  - Promote Indian and Minority Achievement with the Commissioner of Higher Education;
  - See full cabinet-level support of Native and LGBTQI students;
  - Be proactive in meeting with the president more than once a year;
  - Launch gender inclusive housing;
  - Start doing more institutional self-reports and ratings for diversity;
  - Recruit 2 Native interns for the National Park Service and bridge conversations about cultural safety needed (such as family housing);
  - Make library a more welcoming space for everyone

Approval of December 2017 Minutes
December Minutes Link: [https://umt.box.com/s/shta6eqlgothibsxqmdg7dex8sznqk6](https://umt.box.com/s/shta6eqlgothibsxqmdg7dex8sznqk6)

- Hailey moved to approve; Adrianne second the motion. December 2017 minutes are approved for posting on website. Mika will update.

Updates on Old Business:
  - Provost Search Committee Chair Updates
    - Dean Chris Comer will give Hailey updates. Dean Comer is committed to addressing internal bias and engaging in ongoing conversations about diversity. Committee will be looking at the pool on February 7.
    - Marcie spoke of the recruiting firm AGB who has shared they are excited about the turnout and interest in the position. Individuals can send nominations directly to the firm. The committee has had great discussions about diversity and about the advertisement specifically; Last year adding diversity into the advertisement was only preferred, this year it was required. Currently working on questions for initial
interviews. Could revisit applicant pool if not satisfied with diversity of candidates. Previously, DAC has been able to write letter trying to get representation on committee. DAC has reviewed who’s on committee and feels comfortable with representation.

- Questions about searches in general; Concerns about faculty searches only having one on campus candidate. For example in the past we discussed literature stating that with only 1 female candidate, it is better to have 2 female candidates in order to make a comparison. DAC may want to review search policies and processes if UM has a practice of allowing a faculty search to move forward with only 1 on campus interview candidate when standard practice is to bring 3 candidates.
  - There is no requirement for certain number of candidates in general or a certain number of diverse candidates. Sometimes Deans or Department Chairs will set guidelines.
  - Human Resources will provide guidance and counsel regarding who to include if applicants look very similar.
  - Discussion about “diversity pipeline;” idea is to mentor and develop students who will return to your department; however, the practice of pipelines for hiring at UM may in fact not be diversity related and could be analyzed, critiqued, and revised.

Salvation Army (Adopt-A-Family – Civic Engagement Office and Associated Students of the University of Montana)
- Update on meeting from January 22, 2018
  - DAC & Outfield Alliance shared perspectives of Salvation Army’s history of discrimination against LGBTQIA community
  - Civic Engagement will look into other agencies as potential partners
  - Monthly check-ins to occur
  - If anyone wants to join future meetings, let Laurie or Shaunagh know

President Bodnar Engagement with DAC
- Meeting with DAC Co-Chairs January 30, 2018 for 45 minutes
- President Bodnar will come to full DAC meeting February 26, 2018
- After co-chair meeting, coordinate as a group to fine tune the things we should talk about at February meeting – utilize UM Box
- Changeover documents for President to include diversity events
- President Bodnar has been publicly talking about a Diversity Officer
- Wilena committed to talking with President Bodnar about the problematic use of honorifics (such as sir and ma’am which is not inclusive for students and employees with various gender identifies and expressions). We can encourage him to sign up for UM Allies training.
  - UM Allies did 10 trainings in fall for various departments as well as fraternities and sororities last semester.
- Acknowledgment of our President’s transition from industry & military and desire to lean into relational style.
- appropriate items for meeting –> In commencement speech, mention that UM is on Salish & Kootenai ancestral territories;
o DAC is going to ask if we can help draft statements until Diversity Officer in place;
o DAC budget;
o Examples of great student work;
o Invitation to Black Solidarity Summit;
o Support for SARC Sexual Assault Awareness month programming in April
o Wilena is a transition team advisor for President Bodnar

**Free Speech Update**
- ASUM was scheduled to vote on it, but policy was pulled.
- Seems like President Bodnar is more in favor of a statement that says we follow federal law and not a full policy. The UM ‘policy’ still currently only exists as facility use policy. There remains a need to balance amount of written policy versus procedure – how it’s drafted now, lots of procedures could cause issues.

**Transgender Website**
- **Proposed Timeline:**
  - Drafting page content and creating site through February
    - **Feedback on proposed color palette:** Based on a non-binary transgender flag: lavender, green, pink and blue buttons that supplement dropdown menus, as well as banner photos and rotating photos
      - Get back to Shaunagh or Laurie with thoughts on colors
  - Focus Group content during March
  - Potential Focus Group Audiences
    - DAC Transgender Task Force
    - UM Allies
    - Lambda
    - Queer Kitchen Table
    - Staff Senate
    - Faculty Senate
    - Residence Life
    - Athletics
    - Registrar
    - Human Resources
    - Community Groups (like the monthly LGBT potluck group at the Missoula United Church of Christ)
    - Equal Opportunity/Affirmative Action
    - Student Advocacy Resource Center (SARC)
    - Curry Health Center
- Proposed soft-launch on Transgender Day of Visibility (late March/early April) in collaboration with the Branch Center – gather community feedback
- Goal: Publicly launch website by first week of May

**New Business:**

**Montana University System American Indian and Minority Achievement (AIMA) Council Mission Statement and Recommendations**

Nathan Lindsey, Associate Provost for Dynamic Learning & Kate Shanley, Professor and Special Assistant to the Provost for Native American and Indigenous Education

- Nathan Lindsey & Kate Shanley shared points about 5 recommendations from AIMA Council & requested feedback
- History – AIMA recommendations 25 years in the making; created by Native people and educators
- Seeking feedback on point-people in various departments and how to institute mandatory training
  - Dialogue about Chief Diversity Officer, or another role similar to former American Indian Student Service (AISS) Director
- Regarding departments – need representation from academics and student services
  - Business services
  - Childcare coordination – culturally competent care? – maybe someone through ASUM?
  - UM Dining – large student employee base
- What would cultural sensitivity training look like?
  - Turquoise Devereaux’s training on historical trauma mentioned as example
  - Could utilize new employee orientation for this training
  - Human Resources tracks who went through new employee orientation. Additional accountability needed.
  - Indians 101 on Public Education website. Interest in creating similar mandatory online tutorial Montana University System-wide.
  - Workshops are also effective. Would there be multiple parts to the trainings?
    - For it to be effective, want multi-part and frequent trainings.
    - Various topics – economic development, intergenerational historical trauma and what Indians have done themselves to cope, microaggressions, want to inject compassion, empathy, equity, & dignity - not just historical trauma perspectives.
- Feedback on departmental contacts
  - Seek nominations from students?
    - Many people on campus already doing this work
      - Example – Drew Colling, SARC
- Important to note difference in lived experience versus training point people
- Send Nathan Lindsey & Kate Shanley any feedback by the end of the week for inclusion in the February 15, 2018 report due to MUS.