Diversity Advisory Council (DAC) Meeting Minutes
Monday March 19, 2018 2pm-330pm
Location: University Center Room 329 (Alumni Board Room)

In attendance:

Check-in: *How do you feel about diversity right now on campus?*
- Feeling revived in diversity work after traveling to campus diversity focused event;
- Happy to see new folks coming through Tunnel of Oppression;
- Excited about participatory action research project looking at diversity;
- Interest in hiring practices and having diversity on cabinet level;
- Excited to learn more about a Chief Diversity Officer;
- Feelings of frustration with diversity on campus due to recent campus events and student/employee experiences; and
- Interest in bringing more diversity to performing arts and the library.

Approving February 2018 Meeting Minutes:  
[https://umt.box.com/s/jaedz8jxh6q5cs8i30rvn0nlvdmu9](https://umt.box.com/s/jaedz8jxh6q5cs8i30rvn0nlvdmu9)
- Edits regarding award funding for new sorority as well as GUTS have been added based on Executive Committee approval. Hailey moves to approve February minutes with edits, Mariah seconds. Minutes approved with funding for GUTS.

Old Business
- **Cultural or Ceremonial Leave Proposal (absence policy)**
  - Proposal is going through Faculty Senate now. Recommended by Native American Student Advisory Council. Faculty Senate has discussed the proposal, but has not yet approved. The proposal would give students the ability to notify faculty or administrators of illness, injury, family emergency, religious observation, cultural or ceremonial events, or participation in a University activity.
  - Wording for funerals has been removed. Data behind this initiative came from Native American students research and program evaluation regarding Native American students’ need for leave for several days at a time for funerals at a higher frequency than the average student. Can language be updated to “for example funerals” or “including but not limited to funerals”?
  - Concern about leaving the proposal up for individual interpretation because someone from a different cultural background might not understand. Who gets to decide what is an emergency? What is procedure for dispute? To whom do students apply for leave, their Chair, Dean, Provost? What about jury duty? Is it better to come from individual professor than have to disperse down the academic hierarchy?
  - This version is intentionally not defining relationships and students can appeal to their Chair, Dean, or to The Provost.
Anymore talk about getting rid of mandatory attendance policy? Flexible attendance is a disability accommodation, but is not a requirement for classes that have engagement as a component of the curriculum.

- Most universities outside United States do not require compulsory attendance.
- Does this require documentation?
  - Current policy does not have anything about documentation.
- Send additional comments to faculty members Joel Iverson and Ginger Collins.

DAC Budget Update (Laurie)

- **Allocated Funds $3,309**
  - Committed to Student Achievement Awards, $500
  - Diversity Awards
    - Fall ($752.29) - Processed
      - Kyiyo, American Indian Heritage Day and Month, Missing and Murdered Indigenous Women, $63.17
      - Kyiyo, Pow Wow, $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
      - Kyiyo, *When They Were Here* screening, $250
      - International Muslim Students Association, $250
      - Pi Lambda Chi Sorority, $250
      - GUTS!, $250
  - Remaining Budget ($996.71)

Liberal Arts Bathroom Incident

- Concerns about bathroom safety on campus for LGBT and others after a recent assault incident in a Liberal Arts first floor restroom.
- DAC members moved to unanimously to approve $250 in funds to work on a prevention focused solution.
  - Plan to have SARC advocates and community volunteers find all single stall locking bathrooms on campus to list on our website. Include accessibility information. Assess the safety of the approach to the restroom (such as in a well lit first floor location or in an isolated and dark basement).
  - Confirm is we use DAC money to put locks or gender neutral signage on bathrooms
  - Hailey will check cost with Facilities Services and prior Branch Center records. Bathrooms could say “this lock is for your safety – brought to you by DAC!”

Campus Smudging Policy

- A Native American faculty member smudged this week and people in their building treated them poorly. Can DAC engage in a smudging awareness campaign? There are
designated areas on campus for smudging. Do we need to educate people on policy or revise policy?
  o Education is key. Could we have this faculty member do a lecture or have smudging be an Faculty Development Office training?
    ▪ Wilena will reach out to the faculty person.
    ▪ $250 unanimously approved.

Transgender Website Graphics

Option 1a:  
Option 1b:  
Option 1c:  

Option 2a:  
Option 2b:  
Option 2c:  

- Council agreed to present all but the 1a and 2a options at focus group/soft launch in April.

- **Free Speech** - Committee is discussing UM policy and procedure. Deans and Attorneys are on this committee. Send Laurie as the DAC representative any feedback you have. Hailey said that the Student Involvement Network moved UM pride back to week before finals just in case preachers come back to campus; if there is negative hate speech, there will be counter activities on oval.
  o Caitlin Freeman would like to join the Free Speech subcommittee.

- **Chief Diversity Officer (CDO) Job Description update** –
  o Met Monday and started reviewing everything for the CDO Job Description.
  o Ordered 2 books from Damon A. Williams that now belong to DAC.
  o Group laid out timeline and is working through UMBox.
  o Still need clarification about President Bodnar’s timeline.
  o Ariel at Montana State University reported that they are also looking to hire a diversity officer.

- **DiverseU speaker ideas** –
  o Invitation to committee meeting on Thursday, April 12 at 2pm UC 207.
  o Are there any specific populations on campus that need to see someone as a DiverseU speaker?
  o Also think of national or global issues and email Hailey with ideas.

- **CSD program will provide 2 sign language classes** – The person they have teaching the class is a hearing person and does not have background in linguistics or teaching. There was a deaf woman with a Ph.D. in linguistics who applied, but she was turned down. Given this is the second faculty hire of concern to DAC members this year, do we need a hiring subcommittee?
- Hiring Subcommittee formed because DAC members expressed concerns with at least two faculty hiring processes in the 2017-2018 academic year.
  - Brandy Reinhardt (Staff),
  - Pam Stiehl (Faculty),
  - Laurie Walker (Faculty), and
  - Mariah Welch (Student)

- Council needs to continue to focus on student recruitment for DAC! Student attendance is up, but we can always do better. **Everyone invite a student!!**
  - ASUM can reach out as well.

**New Business**

- Diversity Award Applications
  - Native American Law Student Association (NALSA) – An Evening with NALSA and Indian Law Week – asking for $250
    - Indian Law Week will focus on women, healthcare, environment, and education
    - Seeking more outreach and input from different people
    - Each day during week will have lunchtime speaker
    - Thursday evening features a panel before a silent auction
    - Mostly looking for support Monday and Tuesday and help with speaker travel.
    - This year is the anniversary of several treaties.
    - Can put DAC logo on poster.
    - Mariah moves to approve, seconded by Eliot. Funding approved.

Next meeting Monday April 16 UC 330