Diversity Advisory Council (DAC) Meeting Minutes  
Monday May 7, 2018 2pm-330pm  
Location: University Center Room 329 (Alumni Board Room)

In attendance:  
Laurie Walker, Shaunagh McGoldrick, Jen Harrington, Adriane Donald, Tom Hyatt, Hailey Michelson, Jaz Dier, Robin Parent, Jill Howard, Marcie Briggs, Wilena Old Person, Kate Shanley, Brandi Reinhardt, and Devin Carpenter

Check-in about UPC
- Some individual DAC members have provided written feedback on UPC process and recommendations.
  - Discussion about general concerns that diversity is not at forefront of the plan.
  - Language in UPC is colonial, usage of “frontier” in mission statement is concerning. Lack of differentiation between linguistic areas; ignoring Latin American studies means ignoring the majority language in US in the next few years. The UPC language is othering, makes use of colonizing language. Also, “The Montana Way” does not encompass a global or even national perspective. What does it actually mean?
  - Modern Languages Association is going to write to UM regarding their concerns.
  - It would be nice to see a map of staff/faculty layoffs so far – shared governance wants more data.
  - Discontent among faculty regarding structure; concerns about unit standards.
  - Work being done to lay out a Native American retention plan. Kate is going to get back on President Bodnar’s calendar to discuss issues of Native American history, smudging, and the Tribal College system.
  - University Planning Committee will receive feedback until 5 p.m. on Thursday, May 31, 2018.

Old Business
- Approval of April 2018 Minutes:  
  https://umt.box.com/s/h7zbgmx02790b2lu4ac449rn0wzc8k5
  - Hailey moves to approve. Seconded by Devin. Minutes approved.

Chief Diversity Officer (CDO)
- Reviewed role description.
- Need to write hiring justification.
  - Discussion about People Development Officer (PDO) developed by a committee in Staff Senate.
Talked with Staff Senate Vice President to clarify that a CDO and possible PDO are two separate roles. DAC has two representatives on the Staff Senate PDO position. Additional DAC representatives can participate.

President Bodnar is getting feedback from this committee and reconvening a search committee for a Vice President of Administration & Finance.

- Some ambiguity and confusion about roles; need more information.

Important to get the CDO role description and hiring justification in by the end of May/early June due to upcoming search committee time frames.

- If you have feedback on the CDO role description, please add edits to UMBox.

Diversity Website

- A new draft of the diversity website was created. The current website not speaking to students. Reformatted with easy navigation buttons based on other University’s sites. You can provide feedback.
  - Discussion about language concerns and who will update this page in the future if we add a “News/Updates” section.
  - Request to add staff/faculty identities and families to protected classes.

Student meeting with President Bodnar

- Lambda student leaders met with the President for the first time after the report of a sexual assault in Liberal Arts bathroom after spring break.
- They met and talked about ways to move forward and take action in the upcoming semester and academic year.
- They discussed Lambda actionable items including getting more gender neutral/all gender bathrooms on campus.
- Discussed importance of figuring out something with the Recreation Center; many LGBTQ students are not comfortable in changing rooms there.
- Need to standardize and make name change information easily accessible (specifically before legal name change).
  - President Bodnar requested meetings a couple times per semester moving forward.
  - He wants to get the Campus Pride Index filled out (Montana State University already has completed the Campus Pride Index.)
    - Discussions have already occurred within the Transgender Website task force about waiting until the new website is coming (goal to have the website active by the Faculty Development Office Transgender training in the Fall of 2018) to fill out the Index.

New Business

- The staff co-chair received a phone call today from Department Of Justice community service relation group, reaching out to DAC to talk about LGBT relationships on campus and Missoula community. Can DAC convene a task group to meet and talk with this representative?
- MSU contact Ariel will be back at UM on May 17 to discuss diversity and share ideas with a small group.
- Year End Report
- Faculty co-chair will start. Please add edits in UMBox.

New Leadership for DAC for 2018-2019 academic year
- Faculty Co-chair - Laurie is going to continue relationship building and will cover until someone else transitions in.
- Staff Co-chair – Robin Parent
- Co-Secretaries – Jill Howard & Hailey Michelson
- Treasurer – Adriane Donald
  - Interest in Student Executive Leader
    - Potential for internship credit or independent study through Davidson Honors College.
    - ASUM senators may be interested.
    - Unanimous vote to add this position to bylaws. Will advertise for this position in the fall of 2018.