Diversity Advisory Council (DAC) Meeting Minutes
Wednesday September 19, 2018 3pm-4:30pm
Location: University Center Room 225

Sign-Ins and Introductions
Devin Carpenter, Larry Abramson, Jen Harrington, Kurt Stimpfling, Laurie Walker, Robin Parent, Suzy Bertsche, Brandy Reinhardt, Pam Stiehl, Eliot Graham, Jill Howard, Adrianne Donald

Old Business
- **Approve May 2018 Minutes:**
  https://umt.box.com/s/tgc68wy36toaz6nuoa5ce86y0kwiszm3 (Laurie)
- **Chief Diversity Officer Update** (Robin)

New Business
- **Selecting New Leadership for DAC** (Laurie)
  - Faculty Co-chair
    Jen Harrington motions to appoint Ke Wu as new faculty Co-chair
    Adrianne seconds motion

- **Brainstorming on where diversity fits within President Bodnar’s five priorities for action:** (Robin & Laurie)
  1. **Place student success at the center of all we do**
     **Past**
     - Recognize student success in diversity at the student achievement awards
     - Supporting and investing in student organizations
     - Student Groups for underrepresented students
     - UM Allies and LGBTQ programming
     - General diversity programming
     - Branch Center

  **Present/Future**
  - Providing resources for diverse students once they arrive on campus
  - Providing gender neutral restroom locks, signage and list of all gender neutral restrooms
  - Texting service for deaf students for emergency services
  - Being proactive rather than reactive
  - Capturing collective cultures definitions of success
2. Drive excellence and innovation in teaching, learning, and research
   **Past**
   - DiverseU
   - Sharing research to educate others
   - Faculty long term international activity
   - Faculty development, diversity statements on syllabi

   **Present/Future**
   - MUS diversity conference
   - Campus Pride Index
   - Campus Climate survey
   - Including diversity in curriculum
   - Visible representation (photos, art, displays, website spotlights, meeting spaces, Indigenous languages)

3. Embody the principle of “Mission First, People Always”
   **Past**
   - Outfield Alliance

   **Present/Future**
   - Affinity groups for employees
   - Seeking visible diversity in our faculty, staff and administration
   - Serve diverse students and employees
   - Employee disability access
   - Marketing diverse faces
   - Demographics of future UM students
   - School/department mission statements

4. Partner with place
   **Past**
   - Kiyiyo Powwo
   - Study abroad creates changed world view
   - Internships

   **Present/Future**
   - Awareness of lack of diversity in programs and performances
   - Recognizing Indigenous lands
   - Creating a sense of belonging and inclusivity
5. **Proudly tell the UM story**

**Past**
-Mini Grants Diversity Awards example Documentary “When they were here”

**Present/Future**
-Coordinated and integrated communication around diversity
-Collect, track, communicate and support all diversity efforts on campus
-Have diversity be an integral fabric of UM
-UM Today sent out to students

**Discussion with President Bodnar**
-President Bodnar has appointed one lead coordinator for each priority to ensure priorities are being achieved
-Potential for several positions that could serve the needs of UM and UM Affiliates.
-DAC will attend a cabinet meeting and then meet and coordinate with the priority leaders
-Monthly meetings will be held with priority leaders to ensure progress
-President Bodnar would like the DAC to create measurable and realistic goals
-Native American Advisory Council for the president created to help improve outreach, support and engagement of the Native American community.
-Asset approach to diversity vs deficit approach. Focus on strengths rather than “problems”