Cabinet Meeting Minutes

Wednesday, November 28, 2018 | 9:00-10:00 a.m. | UH 004

Seth Bodnar, Cindy Williams, Alex Butler, Lucy France, Rosi Keller, Jon Harbor, Amy Capolupo, Paula Short, Renae Scott, Kelly Webster, Matt Semanoff, Jessica Weltman, Kent Haslam, Luke Alford

9:00 UM Minute

- Giving Tuesday – have raised $206k as of today – this amount will increase.
- Jordynn Paz was one of the dancers at the BOR receptions – the event was a big hit!

9:10 Minutes Approved, unanimously.

9:15 Diversity Advisory Council and Priorities for Action

DAC members present: Laurie Walker (Faculty Co-Chair), Jordynn Paz (Student Co-Chair), Jill Howard (DAC Secretary), Wilena Old Person, Larry Abramson, Eliot Graham

The DAC members presented on each of the priorities for action and outlined how diversity efforts can and should be embedded across all of them.

Kelly will reach out to each PFA team to ensure each meets with the DAC.

General Observations:

- Graduation and retention rates:
  - some groups graduate at a higher rate and pace
  - some graduate at a lower rate and pace
  - after 6 years, pace and rate trends up
- Climate Study data indicate that some groups are more likely to report having experienced discrimination, especially for those who remain on campus for a longer period of time.
- A chief diversity officer would help to steward these important initiatives, to ensure we remain evidence-based in our practices, and to help educate across sectors.

Priority #1 Ideas:

- Build a recruitment plan targeted at underrepresented students
- Launch assessment specifically focused on ways to improve completion rates for underrepresented students
• Increase institutional support to units and groups that serve underrepresented students
• Identify and hire a person charged with overseeing and leading these efforts. The issues are too complex to rely on the goodwill of people. In addition, the model could include an identified liaison in each unit (a “diversity catalyst”)
• Need to gather more data + respond + brag
• Iowa State provides an example worth considering

Priority #2 Ideas:

• Build equitable teaching practices – the how of the content delivery and interaction to make academic success accessible to all students. This requires a deep and ongoing effort, including more substantial professional development for faculty and all employees.
• Revise curricula across all departments to promote safe and inclusive learning
• Recognize non-traditional research for promotion and tenure processes

Priority #3 Ideas:

• Ensure representation – give greater weight to diversity as a factor in hiring, retaining of all employees – necessary to have representation on committees (hiring, etc.)
• Foster intracultural competency for staff, faculty, and administration

Priority #4 Ideas:

• Foster UM as a place to learn, to discover, to stretch for all employees
• Adopt and promote a land acknowledgment at the beginning of key events, on recruitment brochures, on websites, etc.
• Fund Kiyiyo
• Recruit and retain a student body that is reflective of Montana’s indigenous peoples
• Promote Allies Training
• Include a multiuse bathrooms map on the website
• Increase visibility for events that reflect the diversity of our community

Priority #5 Ideas:

• Tell the transformative stories of what our students are doing to promote inclusivity and diversity – need to get better at magnifying/amplify these!
  ▪ CFC has a land acknowledgement on the first page of their website, display of tree rings corresponding with historical indigenous events
  ▪ Cultural hardship policy as a protection for our students – and excellent way to support
• Diversity website – make an authentic statement through visual representation → “proudly display”!
• Display these stories – on homepage, in marketing materials, social media, etc.

10:10 Meeting adjourned.