



## **Cabinet Meeting Minutes**

Wednesday, July 1 | 9:00-10:00 a.m.

**Maggie Angle, Alicia Arant, Charity Atteberry, Seth Bodnar, Cathy Cole, James Flanagan, Lucy France, Cheryl Galipeau, Taylor Gregory, Kent Haslam, Jon Harbor, Violet Hopkins, Reed Humphrey, Nathan Lindsay, Chris Palmer, Terri Phillips, Renae Scott, Paula Short, Megan Stark, Sarah Swager, Kelly Webster, Scott Whittenburg, Cindy Williams**

### **UM Minute**

- President Bodnar shared that UM is doing everything possible to ensure the broadest use of masks on campus. At this point, UM is in a listening and reviewing phase re: the first draft of the Healthy Fall 2020 plan. The final version of the plan will be released in mid-July. The goal is to have everyone wearing masks on campus. It is important to note that the enforcement of mask wearing is a difficult issue. UM will send out a campus communication to provide updates on this process.
- Discussion ensued re: UM faculty member's ability to wear N95 masks to limit exposure and requirements for staff in specific offices to wear masks.
- Chris Palmer expressed concern that it is now public that faculty can't require mask-wearing. This creates a need to communicate to students that faculty have authority in their classrooms.
- President Bodnar stated that UM leadership is looking for feedback and collaboration as hard work is being done to navigate this difficult situation.
- The Healthy Fall 2020 plan that is released in mid-July will not be the final version. This constantly evolving situation requires that UM will need to keep working through plans. At the UM and MUS levels, everyone wants to protect the health and safety of staff, faculty and students.

### **Minutes Approval**

- President Bodnar asked for corrections to the 6/24/20 Cabinet meeting minutes. No changes were voiced; minutes were approved.

### **Institutional Commitment to Diversity, Equity, Inclusion, and Anti-racism Work**

- Recent events have elevated the need for discussions about systemic racism in the United States. UM can play an important role in this discussion.
- Kelly Webster challenged Cabinet members to think about how best to design processes and structure time to ensure ample attention is given to discuss diversity, equity and inclusion.
- Shared Governance leaders asked that the UM leadership team spend time on this topic. This will be an ongoing conversation.
- Kelly Webster posed three questions to guide the conversation:

- *What can we do right now to self-educate in ways that will positively impact our practices as leaders?*
- *What new concrete actions are we taking right now, and what actions do we/should we plan to take in the immediate term?*
- *How can we more deliberately embed anti-racist, inclusion, and equity work into our operating rhythm, policies, and practices?*
- President Bodnar encouraged Cabinet members to take AAST 491: Dismantling Racism: From Theory to Practice.
- Mansfield Library staff put together resources and digital copies of books on this topic as the physical copies were checked out immediately. Megan Stark shared that it is important for people to acquire education. The Mansfield Library will add a section on unpacking whiteness.
- James Flanagan stated that the ASUM senate members will receive implicit bias training through Empower MT. ASUM hopes to do two trainings -- one for staff and one for students.
- Renae Scott stated that the broader IT community is examining common terminology with racial undertones and working to find new terms. An example is referring to “white papers” as “informative papers.”
- Charity Atteberry stated that this is a great time to look at UM’s public-facing documents. As we investigate language, we need to communicate explicit examples of what UM is doing. UM might consider an outward facing landing page that details ongoing work in this area.
- Scott Whittenburg expressed the need to unpack work on diversity, equity and inclusion and determine a clear focus.
- President Bodnar stated that this is a complex issue. It is important that UM leadership creates capacity to address this holistically. A comprehensive framework is needed. The PFA 3 team and others have focused on this but we now need to pull efforts together.
- Kelly Webster shared that the Diversity Advisory Council previously created a 42-page plan for how UM can address these issues.
- Reed Humphrey shared examples of work being done in the College of Health.
- Cabinet members discussed possibly holding a multi-day retreat.
- President Bodnar and Kelly Webster stated a commitment that this conversation will continue.
- President Bodnar held a meeting with community leaders to determine how we can work together on these issues.

**Adjourned at 10:07am**