



University Diversity Council Minutes
October 8, 2021
Memorial Union, Room 300

Attendees: Gifty Ako-Adounvo, Mary Grace Almandrez, Erin Earle, Maling Ebrahimpour, Nisa Ghonem, Brian Heikes, Trish Morokoff, Eileen Orabone, Jen Riley, Martha Elena Rojas, Richard Song, Jacqui Springer, Annemarie Vaccaro

Absent: Jacquie Britto, Corey Fernandez, Michelle Fontes

I. Conversation with President Parlange

The meeting started with the President thanking the UDC for their hard work and how important this council is as to who we are as a university. He then asked the council if there is anything that happens at the university to acknowledge Indigenous People's Day? There was discussion about what could be done to acknowledge this day and the historical importance of Indigenous People's Day. Some of the ideas that were proposed was that there could be a university statement from the President, and we could also put something on the home page of the university website. Other ideas included were to have some of the Native American students do a reading of poetry, and it was suggested that we include the land acknowledgement statement. Other items the President talked about were that we are starting the process of developing one University strategic plan. He talked about how we want a strategic plan that focuses on strong social justice underlying principles, and we will have to think about how we do that. He also discussed some impressions he has observed in his first eight weeks here on campus. The first is that he is concerned about two groups of students on campus, one being the Native American students and the other is the black student male population. He stated that he would like to provide support to the Native American student group, meet with the advisors and the Native American Advisory Council to discuss calendar events that could be supported. He indicated that there is a sense of feeling lost here on campus for them. He also would like to provide support to the BOND student group on campus. There have been many different groups on campus talking about an initiative for a Black Male Center of Excellence, now called BEAM, to be supported on campus. The discussion then continued with talking about the curriculum. Trish shared with the President that there were three different groups that put together curricular proposals with different ideas. Some of the ideas were that faculty need more training on how to diffuse diversity content into their courses. It was stated that we need more support for faculty to do this and there is a position in ATL that is being hired for this. Trish said she would ask the current Faculty Senate leadership to write an executive summary of the recommendations that came out of the subcommittees. The discussion then turned to the Campus Climate Survey results and the President was interested in the council's reactions. The Council shared that they were not surprised by the executive summary, and they think the forums will be important to choose the right topics that we can tunnel down in to and get the

[Type here]

information that people are thinking, and hopefully get people that did not fill out the survey. We need to do something in the spring, so that the community can feel like we are accomplishing something. Other topics of discussion were building community for new employees, the recruitment and retaining them and needing to know why the people are leaving.

II. Approval of Minutes

The September 17, 2021 minutes were approved with no changes.

III. Updates:

A. Campus Climate Survey Presentation

Mary Grace just reminded everyone about the dates and times of the presentations for October 14-15, 2021.

B. November Action Plan meetings

Mary Grace and Jen reminded everyone that the forums were coming up in November and that they need more faculty and staff to facilitate them. Jen will send the dates to everyone.

C. CED Re-organization

Mary Grace let the group know that CED will be going through a reorganization. The Gender and Sexuality Center, the Multicultural Student Services Center and the Women's Center will be coming back to CED. The Women's Center director search will be launched soon and the MSSC is in the process of hiring a coordinator. The search for the four assistant deans for JEDI will be starting.

The next meeting is Friday, November 12 from 10 – 11:30 am at Memorial Union, Room 300.