Diversity Council
2015-2016 Annual Report

Highlights:
● Council membership grew to 20 members (including students and alumni)
● Three Sub-committees were formed (Recruitment and Enrollment, Diversity Liaison, Action)
● Website and Marketing of Council in progress

Overview of Strategic Planning

Goal Achievements (see below for details)
● University Wide Climate Study
● Diversity Liaison Program
● Dialogue facilitator training for undergraduate students
● University Event Series
● Open forums with affinity organizations
● Windmill Training for National Disability Employment Awareness Month (October 2016)
● Educational Posters
● Funding for future diversity events

Challenges
● Member availability in the summer
● Representation

Future Goals
● Increase diverse representation on council
● Increase campus awareness of Diversity Council
● Change name of council to President’s Council on Diversity and Inclusion
● Reconceptualize campus Diversity Award
● Create Tech Fund to receive donations for “diversity” events

Goal Breakdown:

Action Item
University Wide Climate Study
Contact Person:
Jill Hodges
Date Implemented / Date Completed or Ongoing
Funding approval from Provost August 2016
Study will begin January 2017 with completion during Spring semester 2018
Additional Information
Action Item
Diversity Liaison Program
Contact Person:
Kellie Raffaelli

Date Implemented / Date Completed or Ongoing
Liaison’s were assembled on May 5, 2016 to explain the purpose of the Liaisons. September 14, President Mroz sent an email to the Liaison’s asking them to submit their area reports by October 1st. A meeting with Liaison’s will take place in October to discuss the reports. Liaison’s are also asked to two-way share information about diversity related events on campus.

Additional Information
Follow up reports will be requested at the end of the semester.

Action Item
Dialogue facilitator training for undergraduates
Contact Person:
Lorelle Meadows

Date Implemented / Date Completed or Ongoing
Fall semester, 2016

Additional Information
Christa Spielman of the Center for Diversity and Inclusion is piloting a new course that prepares undergraduate students to facilitate and manage dialogues in a variety of informal and formal learning settings on campus. There are 6 students currently enrolled. The course is scheduled to be added to the catalog as a regular offering in Fall 2017.

Action Item
University Event Series
Contact Person:
Lorelle Meadows

Date Implemented / Date Completed or Ongoing
An initial meeting of the implementation team was held on August 10th.
Additional Information
It was proposed that a committee of stakeholders work collaboratively to coordinate several key sources of funding at Michigan Tech that bring engaging speakers and events to campus to explore issues related to diversity and social justice. The stakeholder committee is made up of representatives from Institutional Equity and Inclusion, the Center for Diversity and Inclusion, the Rozsa Center and the 41 North Film Festival, as well as key representatives from campus departments. The committee is chaired by Zack Rubinstein of CDI and has been charged with the goal of establishing a mechanism for coordinating resources, encouraging meaningful participation and creating growth opportunities by Fall 2017.

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Action Item
Open forums with affinity organizations

Contact Person:
Lorelle Meadows

Date Implemented / Date Completed or Ongoing
Initial meeting with affinity organization leaders held on 9/17/16.

Additional Information
To be respectful of and responsive to our under-represented students on campus, the action subcommittee decided to begin a dialogue with affinity organizations. Through this dialogue we hope to gain insights into the perspectives and experiences of under-represented students and to explore opportunities that might exist for improving campus climate.

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Action Item
Windmill Training for National Disability Employment Awareness Month (October 2016)

Contact Person:
Kathy Flagstadt

Date Implemented / Date Completed or Ongoing
Workshops are set to be delivered during Health and Wellness Fair on October 19th

Additional Information
The Michigan Department of Health and Human Services, Michigan Rehabilitation Services has arranged for two workshops to be presented regarding the development of empathy and understanding for individuals with disabilities on campus and in our community. These two workshops will be a part of the Health and Wellness Fair and are offered in collaboration with Student Services and the Jackson Center for Teaching and Learning. Target audiences include faculty, GTA's and RA's.
Action Item
Educational Posters

Contact Person:
Ida Fonkoue, Lorelle Meadows, Adrienne Minerick

Date Implemented / Date Completed or Ongoing
A draft of the first poster on Black Face started on 8/9/16

Additional Information
It was proposed that a small task force work collaboratively to coordinate monthly posters that are positioned in visible locations on campus. The posters are intended to catch the attention of the campus community and provide greater depth of information for those who pause and read more closely. The posters are intended to increase awareness of and background behind various offensive acts or behaviors antagonistic to diversity and inclusion.

Action Item
Funding

Contact Person:
Jill Hodges

Date Implemented / Date Completed or Ongoing
$25,000 secured for diversity events 11/1/16

Additional Information
Funding was secured for a one time amount of $25,000 to be used for diversity programming on campus. The Action subcommittee was charged with designing a program to effectively utilize this funding.