

## Diversity Council meeting minutes: April 9, 2019

In attendance: Ruby Alhajar, Lisa Cunard, Beth Lunde-Stockero, Audrey Mayer, Harley Merhaj, Mike Meyer, Allison Mills, Faith Morrison, Kellie Raffaelli, Carrie Richards, Brenda Rudiger, Shannon Vairo

The Council discussed four items, some more at length than others.

1. *Unit Diversity plans and goals:*

Provost Huntoon asked the Council to discuss the role and value of the unit diversity plans as submitted by college/school deans, as listed here:

<https://www.mtu.edu/provost/office/charters-plans/>. We identified that there are also unit diversity goals (as reported by the previous system of diversity liaisons; reported here: <https://www.mtu.edu/diversity/council/>). In both cases, these documents are often years out of date, and there is no evidence that the goals line up with the plan, nor that the evaluation metrics in the plans are being collected and reported.

We identified a lack of accountability and rewards for diversity and inclusion efforts, and developed several ways that this accountability and reward structure can be integrated into administrative levels. Audrey will develop these recommendations in a separate document, and send out to the Diversity Council for review, before she submits the recommendations to the Provost.

2. *Diversity Award committee:* Audrey called for more volunteers to form an ad hoc committee to review the award nominations. To date, the committee is comprised of Audrey Mayer, Brigitte Morin, and Allison Mills. More volunteers are welcome!
3. *“Masculinity” event* at the MUB tomorrow, April 10th 4-6pm (Alumni Lounge). We discussed the details of this event briefly.

We will aim to have our *final meeting of the spring semester* within the next two weeks. We'll discuss the “Masculinity” forum, identify lessons learned (format, advertising), and discuss what we might want to repeat in our open forums starting in the fall.