

## Diversity Council Meeting Minutes January 24, 2019

In attendance: Lisa Cunard, Beth Lunde-Stockero, Audrey Mayer, Logen McMillan, Harley Merhaj, Mike Meyer, Allison Mills, Brigitte Morin, Faith Morrison, Kellie Raffaelli, Brenda Rudiger, Diane Shoos

### UPDATES:

- *Priorities report:* Audrey Mayer spent the week after this meeting working with Provost Huntoon and other Provost office staff to reformat our Priorities to fit to Board of Trustees expectations. The final draft of the reformatted priorities were emailed out to the Diversity Council on January 30<sup>th</sup> for comments. The final report will now go to the Board via Provost Huntoon.
- *Tobacco policy:* VP David Reed has expressed the desire to not change the Board of Trustees policy (which allows for exemptions but no blanket exemption for any specific group), due to his concern that asking the Board to change the policy may end up with an unexpected (and perhaps undesirable) outcome. He believes it is better to provide exemptions for specific groups at the University policy level. This discussion is ongoing.
- *Children in the workplace policy:* The policy is still with the Risk Management office. Kellie Raffaelli has emphasized that the changes are in wording only, with no substantial change in the outcomes or impacts of the policy. This discussion is ongoing.

MEETING MINUTES: Today's meeting was an open discussion on the issues that we would like the Diversity Council to take on this spring semester.

On "training": We should support the transition to discussion training and other programs as professional development for our workforce at Michigan Tech, to combat the widespread view of training as unnecessary and a chore to avoid. We should look more closely at the schedule of these trainings; "one and done" may be widespread but insufficient.

We should work on revisioning Diversity and Inclusion efforts on campus in a positive light, highlighting the benefits to our campus and community. The work of the Council should focus on celebrating diversity and inclusion. The Institutional Equity office should be the home for addressing the liabilities of intolerance and exclusion.... we should take care not to commingle the positives with the negatives.

We should ensure that diversity and inclusion are integrated throughout the Tech Forward efforts.