

Diversity Council Meeting Minutes November 19, 2019

In attendance: Beth Lunde-Stockero, Audrey Mayer, Mike Meyer, Faith Morrison, Cyndi Perkins, Brenda Rudiger, Shannon Vairo

1. ***Nonpartisan forum for US political process:***

We determined that it is probably too late in the semester to try to put together a forum on the impeachment process, and it was not clear that there was an organization that wanted to take the lead on it. Audrey will talk to the USG again (and the GSG) and ask if they are planning any events around the upcoming 2020 election. We can talk to the League of Womens' Voters, student organizations, and CDI to make sure we are not duplicating efforts. We could focus on free speech and communicating across affinity groups on issues relevant to the election.

We also discussed coordinating with UMC, editors at The Lode, and social media outlets to advertise the event and provide information across campus.

2. ***Using Diversity Council funds for training evaluation incentive:***

The Provost has requested that the university's Diversity Literacy training program be evaluated. Audrey is working with graduate students in the ADVANCE research program to evaluate the program. We will use a survey, sent to all faculty, that will measure Knowledge, Skills, and Attitudes, as they are influenced by a) the number of times a faculty member has taken the training, and b) how long it has been since their last training. The data will measure the "decay rate" of the knowledge, skills, and attitudes gained from the training. The study's methodology is similar to other published studies of diversity training in academic organizations and industry, and will allow the researchers to compare Michigan Tech's program with others across the country.

To increase the response rate, we would like to provide \$10 Michigan Tech dining gift cards to those who complete surveys. We discussed whether the Diversity Council's funding would be appropriate to use for these incentives, and determined that since the research met the core mission of the Council, it would be appropriate to use the Council's funding for the project.

3. ***Renewing awareness in child care issues:***

There is some worry that of the priorities the Council identified last year from the campus climate survey, our Priority #2, Adequate and Affordable Child Care has fallen by the

wayside. Priorities #1 and #3 are receiving attention from the Diversity and Inclusion Task Force and the NSF ADVANCE project. There have already been three separate reports produced on the child care issues over the past 10 years, and these reports contain numerous solutions to try. Given that the campus is at the early stages of the search process of a Vice President for Diversity, the Council would like to strongly recommend that one of the goals of this new position, to be used to assess the effectiveness of the position, should be that one or more of the solutions identified in the past child care reports be implemented.

There are also several programs, such as the Snow Day App (developed several years ago by the IT Oxygen student enterprise, that may be very close to implementation and simply need to be reviewed by Michigan Tech's Risk Management office and General Counsel.