

Diversity Council 9/30/2019 minutes

In attendance: Joe Cooper, Audrey Mayer, Jarley Merkaj, Allison Mills, Adrienne Minerick, Faith Morrison, Cyndi Perkins, Kellie Raffaelli, Brenda Rudiger, Diane Shoos, Shannon Vairo

The meeting agenda had three items:

1. Setting priorities for the 2019-2020 academic year

At the end of last year, the council decided that putting together a forum program that responded to current events would be important. We determined that the council could devise a process, structure, format, advertising, and facilitation for these forums, and invite groups around campus to take the lead on specific issues while we provide support. The council chair will approach USG, GSG, and other student organizations about their interest in collaborating with us.

2. Assisting with a new diversity training program out of Center for Diversity and Inclusion

- a. “Diversity: Inclusion in the Workplace” (EverFi)... CDI needs a cohort to trial a new training program (online course plus 1-hour workshop): Module 1-2 October, 3-4 in November, 5 in December. Kellie Raffaelli will send out, Amy Howard will facilitate with Diversity Council. Workshops will be small groups (20 people or smaller). Aim is to launch program in Spring 2020 for faculty and staff, will roll out a student version a bit later. Watch for Kellie’s email and google form to fill out, will get an invite for it

3. Other business

- a. The chair (Audrey Mayer) will begin to assemble the council’s annual newsletter, describing what we have done and what we plan to do.
- b. Start working on the 3-council plus executive committee format/structure... Guidance documents, how members chosen/filled, how information feeds up and down (websites, listserves, newsletters) ... Google doc on structure and areas of influence/responsibility... will we be able to fill 3 councils, cause inequity
- c. We need a special assistant to the VP of Finance for Diversity to represent staff concerns (Kellie Raffaelli and Audrey Mayer represent student and faculty concerns, respectively) The council will draft a statement which will explain what this position would do and how it would fit into the existing diversity governance

Announcements:

--Advocates and Allies workshops will begin this semester, with three opportunities to participate: October 17 9:30am-11:30am, October 17 1pm-3pm, and October 18 8:30am-

10:30am. Visitors from North Dakota State University will be on campus for these “train the trainers” workshops.

--The Michigan Tech Diversity Website (<https://www.mtu.edu/diversity/>) has been updated to include information about the new “Diversity in Action Microgrant” program run by the Diversity and Inclusion Task Force, as well as other new and continuing programs

--Kellie Raffaelli talked about Michigan Tech’s Alumni Recruitment Specialists... Alumni assist recruiters, build cohorts of prospective and incoming students (but we still need scholarships to bring them in... need to get the word out on the “We are Michigan Tech” fund for scholarship... Very useful for enrollment deposits and those first few tough weeks, students who timeout of their Pell support).