DIVERSITY COUNCIL
Connections and Community

BIG PICTURE

The Michigan Tech Diversity Council meets about twice a month, and is open to all faculty, staff, and students who wish to join. It’s chaired by Audrey Mayer, assistant to the Provost for academic equity and inclusion, which is a new position dedicated to campus-wide diversity efforts.

On mtu.edu/diversity/council, the Council shares its charge, meeting minutes, information for upcoming meetings, and many other resources (such as the 2018 campus climate survey, the Michigan Tech diversity statement, and our advice for diverse panels and speakers).

Last fall, the Diversity Council completed a number of activities to help advance the University’s progress towards its strategic goals related to diversity, equity, and inclusion.

CLIMATE SURVEY PRIORITIES

- Programming for supervisors for equity-enhancing decisions
- Increased affordable and available child care
- Increased cultural competency programming for faculty, staff, and students
- Continue support for disability and mental health services

2018 UPDATES

Check out some of the diversity initiatives to celebrate:

1. Assembled best practices for diverse panels and keynote speakers. A condensed version is available in this newsletter.

2. The President tasked the Council with reviewing the 2018 Assessment of Working, Living, Learning (often referred to as the climate survey) and identifying prominent issues in our community. The top four are highlighted in the right sidebar and the survey results are available at mtu.edu/worklivelearn

   The Council submitted a report to the Provost and President’s Council for action, which includes suggested strategies, timelines, and metrics for each priority.

3. The Diversity Council chair (Audrey Mayer) addressed the University Senate October 10, 2018, regarding the climate survey and the Council’s charge from the President to identify priorities.

4. The Diversity Council forwarded a recommendation to the University Senate that diversity literacy certification be made a requirement for all committee members for searches for Deans and Department Chairs. This action harmonizes the requirement with faculty search committees and the policy change was passed by the Senate.
TIPS FOR MORE DIVERSE, INCLUSIVE PANELS

- Look for speakers far beyond your personal network. Ask for recommendations within and beyond your network; professional society chapters and affinity groups can help.
- Give yourself enough time. Plan ahead to carve out time to reach out to potential speakers.
- Give yourself enough support. Be sure that you have a sufficient staff to find, invite, plan, and work with more diverse panels and speakers.
- Invite underrepresented individuals first. Cancellations happen; invite more people than needed and ask for back-ups.
- Consider the topic and set your goals. Prioritize the participation of several individuals from key demographics, geographic and cultural groups.
- Organize the event in a room with videoconferencing closed captioning technology. People may be able to participate remotely.
- Avoid tokenism. The only woman or underrepresented individual on a panel should not be asked to speak for all people who identify in this way. To avoid that situation, aim to have the panel represent the demographics of the topic.
- Support diverse panels and speakers with necessary resources.
- Offer training and other participation support. Provide them with information on the format of the event and the anticipated audience, how they can make their participation successful, and what are typical expectations.
- Organize practice panels and keynote speeches for early career individuals. Consider a “farm team” approach to help panelists learn the format with constructive feedback.

Dig into more details at mtu.edu/diversity/council/pdfs/tips-for-diverse-panels-and-speakers.pdf

DIVERSITY COUNCIL

The Council’s main goal is to support and strengthen campus diversity initiatives to meet goals set by the University’s Strategic Plan. Working with University units, the Council develops plans for hiring and enrollment goals, monitors and reports trends, identifies best practices, and makes recommendations for increasing initiative impact.

For more resources, check out:
- ADVANCE diversity literacy mtu.edu/advance/training/workshop
- Center for Diversity and Inclusion’s programs on “Safe Place” mtu.edu/safeplace and cultural competency mtu.edu/diversity-center/programs/competency
- Institutional Equity’s “Bystander Intervention” training mtu.edu/title-ix/assault-harassment/bystander-intervention