

## Northland Equity and Inclusion Committee - Minutes

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Feb 4, 2020

11:00 a.m.

Room's EGF 290/ TRF 662 /AC

**Members Present:** Mary L Fontes, Brian J Huschle (Chair), Sara J. Johnson, Kari L Koenig, Jason M Pangiarella, Jenelle Swenberger, Curtis J Zoller, Tiffany M Beneda, Mike G Curfman, Chelsea Bladow, Chad A Sperling, Kathryn Brown (student),

**Absent:** Julie Fenning (recorder), Jodi M Stauss-Stassen, Kristel Kizer, Naima Haji (Student), Becky Lindseth,

**1. Approval of minutes:** Last meeting October 31, 2019 – Approved.

**2. New Campus Diversity Officer (announcement):** Brian J. Huschle

**3. Upcoming Initiatives and Activities:**

- a. Feast of Nation:** tickets for students and some faculty. March 7, Alerus Center. UND hosts this event. We have three tables. Jason will work to get attendees.
- b. Writer's Conference:** March 27-29 – focus on women authors and women publishers.
- c. Soul Food Luncheon** – February activity in EGF. Jason is working on this. He will also visit with Ledora on TRF.
- d. OCR Visit.**
- e. NCAT:** February 25 – about 70 EGF grade students. Will have two Digikey women and two Aviation students speak.
- f. Nursing faculty hosting Minnesota State annual health educators conference** this Spring. Pre-conference is on diversity. Mai is on a panel for this. Presenters are from International Institute of Minnesota.

**4. Cost/process for accessing the diversity cost centers.**

- a.** One for College wide (115069 – balance of ~\$7000.). Two for student based multi-cultural serves, one per campus: EGF 453021 (balance of ~\$1300) and TRF 115066 (balance of ~\$1400). A fourth cost center exists but has not been funded for a number of years (it was used for committee sponsored student-based initiatives in the past): 115070 (balance: \$0.00).

- b. For past several years the Campus Diversity Officer has approved requests.
- c. Prior, it was committee determined. (Committee was meeting monthly then.)
- d. Need to include reviewing this process with development of next strategic plan for E&I. For remainder of this fiscal year the CDO will be approver.

**5. Addressing Northland's E & I Strategic Plan and alignment with system plan.**

- a. Status: Current state – our current plan ends this Spring term.
- b. State system: New plan for 2020-2023. Also, Equity 2030.
- c. Future Planning: Timeline to develop a new college plan by end of October, 2020.
- d. Including items from past minutes (e.g., October 31, 2019) for planning as relevant.
- e. NCAT – focus of work overlaps and need to recognize and include this within planning.
- f. Funding models to attain these. There are resources within the system and grants for initiatives – need to be sure that this element is worked into planning.
- g. Moving ahead with our planning process is currently a research item for Brian

**6. Items from Committee:**

- a. Membership: Include college registrar or financial aid director, or both? (Research item for Brian).
- b. Multiple Measure committee and completion agenda: MDRC: Summer aid. System initiative? Or Individual colleges?
- c. Chelsea Bladow from NCAT to be member.

**7. Items for the next meeting:**

- a. **Minnesota Equity 2030:** Discussion of this goal. Specific to academic program roles. How does it fit for our planning?
- b. Tool kit from the system in June (tied to Equity 2030). (Chelsea forwarding to group.)

**8. Next Meeting:** Move to monthly, beginning March. Work to schedule on first Tuesdays, 11:00 a.m. remainder of the term. Julie Fenning to schedule.