

# Equity and Inclusion Committee

**Tuesday, January 26, 2021**

10:00 a.m. – 11:00 a.m.

Location: **Zoom**

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## MINUTES

**Members:** Brian Huschle (Chair), Mary Fontes, Sara Johnson, Jodi Stauss, Shamani Shikwambi, Kari Koenig, Chad Sperling, Mike Curfman, Chelsea Bladow, Jason Pangiarella, Tiffany Beneda, Lisa Bottem, Curtis Zoller, Ben Hoffman, and Julie Fenning (recorder).  
**Absent:** Kristel Kizer, Jenelle Swenberger

1. **Approval of Minutes:** November 17, 2020. Approved.

2. **Upcoming Activities:**

- a. **Feast of Nations** – This is a UND activity Northland co-sponsors by purchasing tickets. Northland has 20 tickets this year and has given away 15 so far. This event will be a virtual event due to the pandemic. Students will receive an email with a ticket to pick up a meal and a private Zoom link for the performances. This event is March 6, at 7:00 pm.
- b. **Career Conversations** – This is an activity through the EGF/GF Chamber. This year it will be a virtual event due to the pandemic. This has allowed it to expand college-wide (including distance students) due to virtual appointments. Registration opens February 1<sup>st</sup>. Jason will be communicating with students in the near future.
- c. **Business Card Activity** - Students are asked to get business cards from two employees who they can turn to for guidance and assistance. They can show their two business cards to the kitchens and they will receive a free personal pizza.
- d. **MN Arts Council – Northland Art Gallery** – There are exhibits in the Northland Art Gallery on the TRF campus. One is a display for Black Lives Matters and focuses on Equity and Inclusion.
- e. **Martin Luther King Presentation** – Jason shared that there was a virtual presentation on MLK day for students. There has been an increase in sharing with other Minnesota State institutions to reduce cost of activities. Zoom activities have reduced the cost of these activities due to travel expenses, etc.

3. **Update/Discussion on Guided Learning Pathways:**

- a. December Summary Document Submitted. This reporting stage covers assessment.
- b. April: More full report will be due. This report will lay the foundation where we can make improvements.

4. **Review of Pilot Business AS pathway** – Brian and a team of faculty have completed the required report for the system office.

5. **Developmental Ed Strategic Roadmap (DESR):** Goal – align Dev ed course outcomes this semester. Northland is currently working on introductory and intermediate math courses to better align with other Minnesota State institutions. This item will be added to the action plan.

6. **Action Plan** – We determined to set one or two goals for the year, rather than develop a comprehensive Equity and Inclusion strategic plan. **DISCUSSION:** Northland employees have not



been able to attend Minnesota State Equity and Inclusion meetings due to schedule conflicts. There is a Zoom meeting this Thursday that several are unable to attend again. Northland, along with several other Minnesota State colleges, are behind in implementing E&I initiatives on campus. Northland does not have an institution research department and is in need of assistance from the system office. We need to review demographic data and see if there are equity gaps and create a plan to minimize that gap. **ACTION:** Committee recommendation that Brian and Mary request the system office run and analyze Northland's data. This action item will be added to the action plan. **ACTION:** Northland is working on introductory and intermediate math to better align with other Minnesota State institutions. This will be the second priority for Northland's E&I plan.

7. **Test Proctoring for Distance Courses** – As delivery modes return to in-person, students need in-person proctors. Students have shared that there are minimal options available. Students stated that they were not notified that they needed to find an in-person test proctor prior to registering for the course. This is a new issue this semester, as students have come to expect virtual proctoring options. Some faculty have returned to their regular proctoring requirements. Northland website leads students to believe they have flexibility with virtual proctoring. **ACTION:** Look at verbiage on testing website to clarify. Look at process for onboarding online students, do additional communication with advisors and counselors. Chad shared that he is working on that page on the new website and will request input once the site is ready for review.
8. **CARES II Funding** – Lisa Bottem provided an update on the funds provided for higher education in the latest stimulus package. LeadMN has sent an email to all students letting them know that they will be receiving funds. Northland is working on a distribution plan for students, focusing on students with exceptional need. Waiting for additional guidance from the system office. More to come.
9. **Open Discussion:** No discussion was held.
10. **Adjourned:** 10:54 a.m.

