

# Equity and Inclusion Committee

Tuesday, Sept. 28, 2021

1:00 p.m. – 2:00 p.m.

Location: **Zoom**

---

## Minutes

**Members:** Brian Huschle (Chair), Shamani Shikwambi, Sara Johnson, Jodi Stauss, Kari Koenig, Chad Sperling, Curtis Zoller, Jason Pangiarella, Lisa Bottem, and Julie Fenning (recorder).

**Absent:** Kristel Kizer, Tiffany Beneda, Jenelle Swenberger, Mike Curfman, Chelsea Bladow, and Ben Hoffman

1. **Approval of Minutes:** April 20, 2021. Approved.

2. **Upcoming Activities:**

- a. COVID Vaccination clinics – In addition to the vaccination clinics on campus, both Polk and Pennington counties are willing to vaccinate students. Students can make an appointment at either county health location.
- b. Flu shot clinic in EGF, October 12
- c. Blood Drive in TRF, October 12
- d. Voter Registration activities are scheduled soon on each campus.
- e. January In-Service – Speaker has been selected. The topic will continue to be on mental health. The presenter is known for bringing engaging topics and humor to her presentations.  
<https://www.linkedin.com/in/susan-saccoman-15490a140/>  
<https://m.facebook.com/teachercomedian/>
- f. Jason has been working with Chad on adding a Basic Needs page to the Northland website. Minnesota State has encouraged activities that Jason has been working on. One included sending an email to students regarding SNAP benefits.
- g. Nursing – The nursing department has committed to conduct a book study and will work on creating equity and inclusion activities in their courses.

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

- a. GLP Campus Action Plan. Brian and Lisa shared draft on the campus action plan to submit to Minnesota State tomorrow. Looking into a new CRM. Have been given \$100,000 to fund the implementation of a new CRM. Looking at Salesforce and using the advisor feature. Also looking at text messaging options. The goal is to increase student success and close the equity gap. We have also added mental health resources and student basic needs resources within our communities. The team working on this project include Ben Hoffman, Chad Sperling, Nicki Carlson, Lisa Bottem, Lindsey Kuntz, and Brian Huschle.

4. **Two Goals from last year:**

**Action Plan Item: Data Review:**

- We do now have a report at the course level with five years of data (through Spring 2021). It needs a couple of fine-tuning steps. Brian shared the report that shows Northland's data to help guide work on the equity gap.



- Next steps with this: This will be brought back to the next meeting to discuss further. Will be posting an IR/Grants management position. Then Northland will have an individual to help with data requests and analysis.

**Action Plan Item:** DESR: Goal – align Dev ed course outcomes this semester:

- o **Update:** Shamani and Mike Simmers submitted – and course outcomes have been aligned.
- o **Update:** Applying to be a Math-Pathways grant participant, which will lead us to developing a co-requisite model of developmental math delivery. Shamani is working with a team on a grant opportunity for release time for faculty for running a co-curricular math model. Math faculty are working to develop curriculum and help implement if awarded the grant. The grant proposal has been submitted. This activity has proven to help bridge the equity gap in other institutions.

5. **Action Plan** – Last year we determined to set one or two goals for the year, rather than develop a comprehensive Equity and Inclusion strategic plan.
- a. **Discussion of timing and next steps for this year:** Northland will be participating in institutional strategic planning. It was recommended that we choose a couple of smaller goals that we can achieve, similar to last year.
  - b. **Goal #1:** Implement data reporting tool within academic programs. Identify a target number of academic programs to implement. Develop a process and approach to support initiatives to improve the equity gap. Team: Brian, Shamani, Jodi, Curtis.
  - c. **Goal #2:** Implement basic needs recommendations from Minnesota State. Create a website with direct links to resources for students.

6. **Other Items:**

- CCSSE Campus Climate questions added (administered in Spring semester).
- In-Service Training – Presentation will overlap with equity and inclusion, continued on from fall semester.
- HR Campus Climate Survey: Mike is looking at conducting during spring semester.
- Committee Chair – Brian asked for a volunteer to chair the committee. Please connect with Brian if you are interested.

7. **Open Discussion:**

- a. Northland's ARP plan has been submitted to the system office. In October, will be offering block grants and emergency grants for students.

8. **Adjourned:** 1:57 p.m.

