

**Equity and Inclusion Committee**

**Tuesday, January 25, 2022**

1:00 p.m. – 2:00 p.m.

Location: **Zoom**

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**MINUTES**

**Present:** Brian Huschle (Chair), Sara Johnson, Jenelle Swenberger, Kari Koenig, Jason Pangiarella, Ben Hoffman, Jodi Stauss, Chelsea Bladow, Curtis Zoller, and Julie Fenning (recorder).

**Absent:** Kristel Kizer, Shamani Shikwambi, Chad Sperling, Mike Curfman, Lisa Bottem, Tiffany Beneda

1. **Approval of Minutes:** November 2021. Approved

2. **Upcoming Activities:**

- a. **Book Study:** [The Transfer Experience: A Handbook for Creating a More Equitable and Successful Postsecondary System \(2021\)](#). Edited by John N. Gardner, Michael J. Rosenberg, and Andrew K. Koch. Ben, Lynell, Shamani, Sara, and others from Northland are participating and reading the book. All Northland members are in different groups, reading a chapter at a time.
- b. **UND Writers Conference:** <https://und.edu/writers-conference/52nd-annual-writers-conference/schedule.html>
  - i. Do we, and if so, how, do we want to support participation? **ACTION:** Brian will coordinate with Jason to communicate with students and faculty about participating.
- c. **Feast of Nations on March 5th** – Jason will purchase two tables for students. Faculty are also welcomed to attend. If you are interested in attending, contact Jason. The event will require masks except while eating. The event will take place at the Alerus Center in its original format.

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

- a. Student Success Hub contracts are being finalized with work to begin this coming month.
- b. Contracts are being finalized for Salesforce.

4. **Action Plan 2020 - DESR:** Update on Math Pathways Grant: Work is underway. Shamani is working with math faculty developing the co-curricular courses. Mike Simmers is the lead on this project.

5. **Action Plan 2021 Update**

- a. **Goal #1:** Implement data reporting tool within academic programs. Feedback was sought during the in-service sessions held the week of January 10. Feedback was received. The data will be reviewed at the faculty/program level. More discussion is needed to make this an effective tool.
- b. **Goal #2:** LeadMN worked with legislators to pass legislation to require institutions to expand services to students for basic needs. Completed (and ongoing):  
<https://www.northlandcollege.edu/support-services/basic-needs/>



- 6. Inclusion Activities:** Some suggestions/ideas for activities were brought forward from a couple of committee members to Brian from our last meeting.

With staff and faculty in mind:

- Book Reading Groups (college buy several/20 copies and have a lead). Some early thoughts:
  - o *Maid*, Stephanie Land – Brian Huschle
  - o *Everything you wanted to know about Indians but were afraid to ask*, Anton Treuer. – Shannon Jesme has volunteered to lead this book group. – Author is local (BSU) and could be invited to participate.
  - o *Americanah*, Chimanda Ngozi Adichie
  - o *Conditional Citizens: On Belonging in America*, Laila Lalami
  - o *The Distance Between Us: A Memoir*, Reyna Grande
  - o **ACTION:** The committee supported one book this year, maybe two books next year.
- Safe Space/Zone Training: Difficult finding training that is affordable. **ACTION:** Sara will help look for training as she attended a conference recently with similar training sessions. A suggestion was to look at creating training locally that gears more towards our students, region, faculty, etc. Recommended that training be made available to employees individually vs. at an in-service presentation.
- Unconscious Bias Training:
- Cultural Competency Training:
- Micro-aggression Training:
- Pioneer DEI Award (annual recognition of an employee): More valuable if was determined by students, but both students and colleague recognition are important. **ACTION:** More discussion is needed. A decision will be made at the next meeting.

With Students in mind:

- Are there ways or mechanisms we can better establish and maintain Interest Groups? (Discussion.) It was shared that it is complicated for students to start up groups and clubs. An idea was to have these groups established and an advisor identified for students to easily join, versus having to start something up by themselves. Need to have a permanent leader/advisor from year to year.
- Create Round Table Discussions (Pioneers Talk)
- Movie Screening:
- Poverty Simulation:
- Dance Marathon (benefits to individuals with down syndrome):
- Faculty/staff with expertise sharing with our students:
- Ways to create space for students to gather and reflect and embrace efforts to make Northland more inclusive for all

Discussion was held on each activity to see if there would be capacity and student interest.

With Campus In-Mind:

- Welcoming statements and/or flags of nations (department or college level – where/how do we create this? Recommendations to bring forward?)
- Institutional Mirrors for students
- Cafeteria that is diverse – perhaps just a week of food from around the world? **ACTION:** Julie will check with the kitchens to see if we can offer that. A day a week? A day a month?
- Red Shirt Day – **ACTION:** Julie will add to the calendar.



- Library – dedicated section – **ACTION:** Brian will communicate with Cynthia about creating displays for equity and inclusion.
- Diversity/inclusion calendar (where/how published) – **ACTION:** Julie will create a draft for next month's meeting.

**Discussion:** What do we/can we support this Spring and early next Fall?

**Book Study – One book this semester. MAID**  
**Calendar – Draft for next month**  
**Welcome Signage/Flags – Make recommendation for Exec.**  
**Red Shirt Day – Recommendation for Exec.**  
**Sharing Faculty/Staff Expertise – For Fall 2023**

**7. Other Items:**

- a. Collaborative grant with MSU (up to \$150,000). Update (Curtis). The proposal is due this Friday. They are working on setting up a series of invitationals to start conversations with native neighbors in the region.

**8. Meeting schedule:** March 1, March 22, April 26

**9. Adjourn:** 2:00 p.m.

