

**Equity and Inclusion Committee**  
**Tuesday, January 24, 2023**  
2:00 p.m. – 3:00 p.m.  
Location: **Zoom**

**Meeting Minutes**

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**AGENDA**

**Members Present:** Sara Johnson (Chair), Michelle Benitt, Jeff Pool, Kari Koenig, Stephanie LeDuc, Kirsten Michalke, Tiffany Beneda, Chad Sperling, Curtis Zoller, Caleb Curfman, Katlyn Tamaalii

**Absent:** Lisa Bottem, Cory Floden

**1. Approval of Minutes:** November 2022

- a. Approved by Katlyn Tamaalii, Second Motion by Kari Koenig

**2. Volunteer to record meeting minutes** Kirsten Michalke

**3. Northland's Diversity Plan and Equity 2030**

- a. Committee chose a day that works for most members to be available for most of the scheduled meeting time; committee will allow time for others to jump in as available on that day. An opportunity for members who cannot attend the work session will be made available to review and offer recommendations.
- b. Recommendation: Align Diversity Plan with Strategic Plan. Need activities to align with the four areas.
- c. Work Day: Friday, February 10, 2023 was chosen. Michelle Benitt will book conference rooms on each campus so we can have work groups on each campus (weather consideration and choosing not to travel between campuses in February). Recommending 10:00 am – 2:30 with a break for lunch. Michelle Benitt will look at options and send a meeting invite to committee members to attend as they are able.

**4. Mental Health:**

- a. **Mental Health First Aid Training**
  - i. TRF ASC and Advisors- January 25, 2023
  - ii. EGF ASC and Advisors- January 26, 2023
- b. **Mental Health Resources-** Kari sent out an email with resources, Sara ordered pamphlets.
- c. **System Office contract with vendor-** counseling sessions will be launched for students with live online access. Includes social media and email campaigns to reach out to students. Hope to be launched by end of next week (i.e., targeting beginning of February).

**5. Student Senate-**

- a. Movie night every Wednesday in TRF
- b. Valentine's Dance – February 8. Working on food and DJ in commons in TRF.
- c. Nothing planned right now for EGF.
- d. Brown bag lunch series reminder – what interests can faculty and staff share in a presentation? Goal is to engage the college community. Connect with Jeff Pool with ideas.

**6. Grant- Mark Johnson (radio station funds)**



- a. Funding available for activities / cultural – educational (comedians, DJs, music, etc.)

**7. A Seat at the Table-** Northwest Minnesota Foundation Equity and Inclusion Grant

- a. Northland received notification that our project has been approved and funded. Funds can be used anytime between now and the FY24 academic year.

**8. Welcoming Environment at Northland**

- a. Vinyl banner first week / month of school (Chad has an initial concept approved) for welcoming students in different languages. Chad will bring concept to next meeting.
- b. Caleb mentioned plaques at Northwest Tech which welcome students in a variety of languages. Several individuals saw flags representing countries at a Wisconsin college.
- c. Committee talked about bringing forward ideas that we can implement next academic year (if not before) to provide a welcoming, inclusive environment.

**9. Others:**

- a. Little things matter – provide a lunch or small things for students to promote mental wellness throughout the semester. Grab and go snacks for Valentine's day. There is some budget available from various sources (Curtis).
- b. Valentine's Day – awareness (February is National Teen Dating Violence Awareness and Prevention month and Safe Sex Practices Awareness month and National Condom month)
  - i. Equity gap in sexual health / awareness
  - ii. Availability of condoms on campus (Community health groups, local public health info for students)
- c. <https://www.catharsisproductions.com/>
- d. September is domestic violence awareness month – plan something for fall semester.
- e. Intentional, well-trained ambassadors (PTK, student senate, etc.) – get the right voices in the room so it's representative. This is something that will be a future program.
- f. February is Black History month – what should we do as a campus?

**10. Adjourn:** 2:36 pm

**11. Next meeting:** February 10, 2023

