

NORTHLAND

COMMUNITY & TECHNICAL COLLEGE

Advancing Equity Committee

Thursday, February 15, 2024

3:00 p.m. – 4:00 p.m.

Location: TRF 662, EGF 290, and Zoom

AGENDA

Members: Sara Johnson (Co-Chair), Marnie Glazier (Co-Chair), Michelle Benitt, Jeff Pool, Julie Fenning, Kari Koenig, Caleb Curfman, Abdul Chamma, Linda Samuelson, Clinton Castle, Katlyn Tamaalii, and Rebecca Johnson.

1. Information (5 minutes)

- a. David Coleman, Sponsored by Minnesota State
#IWouldSoDateMe
Time with the Dating Doctor
12:00 pm 1:00 pm
Wednesday, February 21
Group viewing in EGF Commons/TRF Theatre
- b. Update on NAPE
- c. Building Resilient Institutions: Adapting to Changes in Higher Education and Minnesota State- Annual spring Joint ASA/EI Conference held June 25-27, 2024. (Duluth or TBD)

2. Discussion (15 minutes)

- a. Review Final DEI Plan 2023-2027 (Will bring to Cabinet for final approval February 20, 2024)
- b. Flags on campuses
- c. Other

3. Action Items (40 minutes)

- a. Appoint subcommittees for the following:
 - Draft a timeline for working on DEI Plan action items.
 - Determine Bias Incident Advisory Team – Michelle Benitt
- b. Adopt the Equity Scorecard (Attachment): Michelle Benitt

To better understand the Equity Scorecard, please review the attached “CDO-IR Scorecard Methodology” PowerPoint and view the recording.

Link to the recording:

https://minnstate.zoom.us/rec/share/hBTn23nrCiM7aytCvCzRsaqZxT2EsqJgGeelFmPex5Da-0_VC0Mbqi28GPnrWVP.3JYSOlOE7YwIG6b?startTime=1707164680000

4. Adjourn/Next meeting: April 18, 2024



Meeting Minutes 2/15/24

-Becca spearheading the #IWouldSoDateMe event 2/21/24

-John leading NAPE project - focus on bringing in student voice to campus and equity work - our focus will be on student senate and how they do or do not amplify student voice (will present to college once we present at NAPE)

-ASA OEI event 6/25-27 2024 – Marnie will share more specifics on the conference as information becomes available

-DEI Plan - need to specifically align w/strategic plan (John will help write that in more explicitly) - Katlyn concerned over how to document things like "creation of inclusive campus culture"; John suggests this is part of continuous improvement and we'll be creating the metrics as we go along; we'll be documenting things like our joining the Caring Campus initiative - Caleb mentioned the need for a holistic approach in equity work - and how other campuses have added to their plan over the years, noting progress toward goals; the narrative grows over the years of the plan's realization

-Flags on campuses - flags have been placed in TRF and have been ordered in EGF - Abdul recommends displaying name of country under the flag & Linda has made this recommendation to the Facilities committee - Linda also recommended representation of more countries than currently being represented (some students' countries have been left out, i.e. Dominican Republic, Mexico, Somalia, etc.) - Katlyn will work on this - John asked whether this was going to be annually rotated, and whether we have access to the data to address these concerns - Linda will follow up about this at next Facilities committee meeting (Michelle recommended maybe considering polling students to come up with a list) (Abdul agreed and Caleb recommended bringing in student senate to poll students on this) Becca recommended expanding where the flags are located and rotating them through to highlight certain ones at certain times (Katlyn will keep looking at data)

-Subcommittee for timeline/narrative: Michelle, Becca, Abdul, Caleb (they'll meet before our April meeting and report back at that meeting)

-Must tie our DEI plan to our strategic plan and the KPI's of the equity scorecard (We'll look at the equity scorecard and plan a special meeting to discuss it - 3/15) Katlyn recommended how to access the equity scorecard:

go to Apps in the left tool bar of Power BI web. The click "get apps" in the top right corner. The n go over to "Organizational Apps" you then should see the "Minnesota equity scorecard" tile

(Information also here: <https://mnscu.sharepoint.com/teams/SO-EquityScorecard380-Team>)

-tabled the information item on Bias Incident Advisory Team until April meeting

