

Advancing Equity Committee

Meeting: Thursday, April 18, 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

- Bias Incident Advisory Team- Michelle
- Building Resilient Institutions: Adapting to Changes in Higher Education and Minnesota State- Annual spring Joint ASA/OEI Conference held June 25-27, 2024. (System Office)- Marnie
- Laura Musser Grant Project (EGF)- Sara
 - Juneteenth event- more info to come.
 - Additional events in the fall.

2. Discussion

- Presentation on Timeline/Narrative Subcommittee Findings (Michelle, Becca, Abdul, Caleb)
- NAPE Project Subcommittee Formation

3. Adjourn/Next meeting: TBD

Meeting Minutes 4/18/24:

- Michelle shared the Northland and MinnState Bias Related Incident Advisory Team policy, explaining that the college has a small group of individuals who comprise this team. Michelle will share the document with the committee for review and to help fill in the help chart accompanying the document.
- Marnie shared about the upcoming ASA/OEI conference June 25-27, 2024, and will send more information this summer.
- Sara explained about the Laura Musser Grant Project through the New Hope for Immigrants Organization https://www.newhopeforimmigrants.org/about_us - explaining that there will be a Juneteenth event held on the EGF campus this summer with additional events coming up in the fall of 2024, all of which are funded by the grant.
- Michelle presented on the timeline and narrative that have been developed by the subcommittee to determine a plan for actualizing the DEI plan and identifying responsible partners and check-in dates, to ensure accountability.

The group explained that they had developed a thoughtful rough draft and are awaiting input from this group and other stakeholders. They discussed with the group how this might be shared with the campus community.



Caleb suggested that after we fix the dates on the document, we post it to the college's Diversity Services web page. <https://www.northlandcollege.edu/about/offices/diversity-services/>

Linda also suggested that we identify "potential partners" rather than simply "partners". Katlyn suggested using the RACI Chart – responsibility assignment matrix to indicate who's responsible, who's accountable, who's consulted, and who's informed. Linda suggested we speak with the MSCF Chapter President to see how they'd like to have this listed. Caleb explained that the new Professional Development Coordinator would have some of this work incorporated into that position. Michelle sought suggestions for how to make the plan doable. Katlyn suggested that the timeline and the check-in aspect of the timeline would be very helpful, suggesting as well that subgroups be developed to begin actively engaging in the work this summer.

Michelle asked that if anyone had suggestions, to reach out to her.

- Jeff spoke about the NAPE Project, focused on centering the student voice, and focused on doing an audit to ensure that all committees and work groups have student representatives on them; a subcommittee is being formed: Abdul, Jeff, Katlyn, John, & Marnie – and the group will meet in May
- Linda made an announcement about the:
Power In Diversity Leadership Conference: Inclusive Innovation. Sponsored by St. Cloud State University and Minnesota State. The event takes place in January, and Linda suggested that we open up this opportunity to students, planning ahead so that students have time to plan for this.
- Caleb suggested that we need more tools for when bias incidents come up – to be able to help faculty better respond to student questions. Caleb will follow up with Becca to work together to come up with some helpful tools. Michelle asked whether it was helpful to send out an email to students and faculty and staff, or whether we could have handled it differently. General discussion was focused on the need to balance FERPA regulations and clear, transparent communication. Katlyn suggested one or two sentences on how to respond if someone asks you about this. Sara suggested that a separate student and employee email be sent. Becca suggested a specific process and procedure that can be explained to students when issues arise, explaining the steps that can be taken, and what we can share at this point.
- Meeting adjourned at 4pm – tentative date for next meeting 8/29 3pm. Sara will email Julie Fenning to send invites for meetings, by Zoom.

