



President's Committee on Diversity
MINUTES

October 19, 2018

1:30 - 3:00 p.m., 109 Cohodas Hall

- I. Call to order – Jessica Cruz 1:34 pm.
- II. Approval of agenda and minutes
 - a. Approval of agenda for 10/19/2018 Jill moved Gwen will second.
 - b. Postpone approval of 9/21/2018 minutes until 11/16/18
- III. Office of Diversity and Inclusion Update
 - a. Aim North
 - i. Detroit Cezar Chavez High School Meeting with President Erickson and Dr. Cruz.
 1. Explored potential opportunities for dual or concurrent enrollment, connecting with School of Education to explore ideas for teacher prep program for the community, discussed charter schools, and other ways to continue building the partnership established through the Aim North program.
 - ii. Lansing - Pedro Martinez Migrant Education (8 Different school districts)
 1. Dinner with President Erickson, Felipe Lopez Sustaita (Executive Director of the Hispanic Latino Commission of Michigan), and Pedro Martinez (Director of Migrant Education of 8 different school districts in Van Buren County). Van Buren county has the second largest migrant population in the state.
 2. Great Tech center
 - b. Baile 10.26.18 JXJ Lobby
 - i. Orquesta Tradición to perform live music (salsa, merengue, bachata, and cumbia) at 6pm
 - ii. Formal panel session for students from South West Lower Michigan at 4:30 pm
 - c. School Visit – 90% Latino students
 - i. 71 students from South West lower Michigan. Approximately 20 from the Upward Bound program Dr. Cruz participated in as a high school student. And approximately 50 from Hartford High School and Bangor High School in Van Buren.
 1. Office of Diversity and Inclusion will schedule campus visit activities with departments.
 - d. National Report called *Black Students at Public Colleges and Universities: A 50-State Report Card* ranked NMU with one of the lowest equity index scores in the nation based on five indicators, including black student representation and black student-to-black faculty ratio.
 - i. A reporter reached out to NMU for a response. Dr. Cruz provided one saying we are aware of this issue and we are intentionally working on

increasing the number of historically underrepresented groups at NMU, as outlined in the President's Strategic Implementation Plan.

- ii. The report was authored by Shaun Harper and Isaiah Simmons from the USC Race and Equity Center. Dr. Cruz is familiar with and respects Dr. Harper's work. This center developed a new survey to assess the campus racial climate. Jason Nicholas also shared this survey with Dr. Cruz. Perhaps this survey can be used at NMU in the future.

IV. PCOD Membership

- a. Results are in, invitation to join PCOD sent to:
 - i. Faculty: Amorette Languelle, Gordon Xu
 - ii. Staff : Michelle Kimball & Lexi Wieringa
 - iii. Students: Abdisalan Haji, Ravyn Rooney, Grey Shae.
- b. Community: Bridget Lapointe-Dunham, Khadijah Rasheed-Wilson = tie
 - i. Vote: Moved to Jessica to be a tie breaker
 - 1. Motion from Janet, for Jessica to be the tie breaker
 - 2. Gwen second that motion
 - 3. Take a motion to remove it and amend it to have two community members.
 - 4. Essila seconds the motion
 - 5. Vote – all in favor.
 - 6. No opposition

V. Faculty Learning Community on Diversity and Inclusion in Higher Education – Dr. Anna Zimmer and Dr. Gary Stark

- a. Current phase: working on funding for:
 - i. books, materials, professional development, professional development for facilitators
 - ii. Conferences – UP teaching and Learning Conference (3rd annual will be in Houghton)
- b. Faculty Learning Committee (FLC)
 - i. 8-12 faculty committee to foster positive changes on campus and in the classrooms
 - ii. Goal: Making classrooms more inclusive
- c. Planning meeting will be 10.19.18
- d. Outcomes: faculty members to create personal portfolio
 - i. Suggestions:
 - 1. Reach out to department heads
 - 2. Ask on student evaluations
 - 3. How would the curriculum committee coordinate and help
 - 4. Changing course descriptions to reflect actual expectations of the course

VI. PCOD Subcommittees

- a. Discussion about subcommittees role
- b. Example: President's Committee on Gender and Sexuality's subcommittee on LGBTQ+ initiatives and space on campus
 - i. Researching models now framed around equity and academics
 - 1. Gender and sexualities center (as we do have a minor)
 - a. Gender, masculinity, and LGTBQ
 - ii. Potential spaces such as MERC as it is being reformed

1. Skye Patrick, '96 BFA, received NMU Alumni Achievement Award in September. Sent in a video to accept the award. In the video. As a Black woman and member of the LGBTQ+ community, she challenged the university be more inclusive.
2. Would be nice to get this alumna back on campus, perhaps as MLK speaker, and connect to LGBTQ+ efforts on campus.
- iii. Brainstorm ideas for diversifying hair salons and barbershops
 1. workshop event
 2. Team up with Cosmetology & Invent NMU
- iv. Continue building awareness around need for gender inclusive restrooms

VII. Discussions held about disability services and NMU in national publications

- a. Disability Services
 - i. Numbers have climbed - 290 students as of Fall 2018, 350 as of Fall 2019
 - ii. Starting 10.22.18 Temporary additional help will be coming onboard for processing tests
- b. Chronicle of Higher Education published an issue called *Diversity in the Academe*. It listed enrollment by gender, race, and ethnicity at more than 1,500 colleges and universities in the country using Fall 2016 data from the US Department of Education. In Michigan, Northern had the highest percentage of White students in the state.

VIII. Programming

- a. Past events
- b. Upcoming events

IX. Good of the Order

X. Adjournment 2:59 pm