



*President's Committee on Diversity*

March 15, 2019

**MINUTES**

- I. Call to order –Cruz  
Cruz called the meeting to order at 1:30 p.m.  
**Attendees:** Boyd, Brozzo, Compton, Gorton, Harris, Hetler, Haji, Hightower, Kimball, Koski, Languell, Leonardt, Mendoza, Ngafeeson, Rasheed-Wilson, Rooney, Sojourn, Xu, Jessica Cruz, Marlina Martinez  
**Absent:** Essila, LaPointe-Dunham, Nicholas, Shea, Stulz, Weiringa, Wiles
- II. Approval of agenda and minutes
  - a) Approval of agenda for 3/15/2019  
Motion by Compton, second by Rasheed-Wilson; motion approved.
  - b) Approval of minutes for 1/18/1/2019
    - Amendment for the Big Idea section to include NMU/Community senior citizen involvement by Boyd  
Motion to approved amended minutes by Compton, second by Hightower; motion approved.
- III. Diversity and Inclusion Officer Update
  - Discussion regarding the Big Idea
    - Cruz asked everyone to relook at the Big Ideas that were discussed in meetings and to continue to discover new ideas.
    - Gorton will be submitting the Test Center idea.
    - Harris submitted the Student Union idea.
  - Cruz discussed the importance of having a good infrastructure in place for our various communities in our recruitment and retention initiatives.
  - Discussion of the proposed Plass collection
    - Concerns regarding having reminders of racism/colonialism and the negative impacts on community/students, possible triggers.
    - Discussed the need for positive representation of our communities. Cruz agreed. Cruz also shared that items would not be on open display and emphasized need for historical context to be built into the physical design housing the collection in order for it to serve as an educational tool, as is done with the Jim Crow Museum at Ferris State University. Cruz spoke with CNAS Director, April Lindala, about these dynamics.
    - Discussed the need to and concerns of bringing these reminders into the light for people who may not understand the negative impacts or only in an abstract way.
  - Discussion regarding the Faculty Learning Community
    - Currently reading books on how to share/explore diversity in classrooms, being inclusive of cultural differences.
    - Importance that not just the “traditional” departments be a part of the dialogue.
    - Possibly building a database of resources.
  - Provost Schuiling will be bringing Garrett Westlake back for further discussions on campus.
  - Discussion regarding the supposed unfair gender pay in the College of Business
    - While this is in litigation phase, no input or information is given. There is the probability that this will change at later time.
  - The Center for Native American Studies (CNAS) faculty and staff are concerned for the program.
    - After April Lindala resigns, there is currently no known plan to replace this position.
    - The major is the only one in Michigan and received high SRA scores.
    - The committee would like to support CNAS in any way possible.
    - Cruz will meet with Lindala to find out how she and the committee can help and support them during this transition.

- Cruz announced that the Aim North program will be taking applicants in the coming weeks.
- The Hispanic/Latino Commission of Michigan will once again be holding the Hispanic/Latino Graduation Ceremony in Lansing. NMU students will be participating.

#### IV. Census 2020 UP Advisory Committee

- Leonhardt shared the opportunity, sponsored by the Kellogg Corporation, for grants (up to around \$2,500/county) for organizations to do outreach to communities at risk of not being counted in the 2020 Census.
  - Applications for grants will end in July for distribution in September.
  - Leonhardt will share the information with Martínez to disperse to the committee and other interested stakeholders.

#### V. Follow-up on facilities

- Koski had conversations with Kathy Richards in Facilities. Richards emphasized that they need assistance and direction in how they proceed. Cruz spoke with President Erickson who suggested we probably need to have some guidance there at the architect/planning stage.
- Compton added that she had had conversations with Richards and Jim Thams. Compton observed that there are parts of the process regarding accessibility that are not fixed and there are gaps in what and how we plan. Most planning (companies) look to be ADA compliant, but not better. A voice is needed to address how Northern wants to be seen and what kind of community access we want for all of our constituents. Compton suggested a monthly working group/committee be created to provide proactive guidance throughout each step of the process. A “checklist” could be developed to assist at the beginning of the development/design process.
  - Kim Hegmegee was appointed by Mike Bath for ADA.
  - Perhaps someone from SAIL would be interested/qualified to assist.

#### VI. Acknowledgements and Award Nomination Opportunities

- a) Spirit of Diversity Award
  - Applications are in and Brozzo is looking for volunteers to assist on the selection committee.
- b) Dean of Students Awards

#### VII. Current Events and Campus Incidents Updates

- Icy path conditions caused one of our students in a scooter to tip over.

#### VIII. Programming

- a) Past events
- b) Upcoming events
  - i. Global Citizens Week – Gender Fair
    - Erich Ottem will be giving a presentation 3/15/19.
    - Carter Wilson will be giving a presentation 3/28/19.

#### IX. Good of the Order

- Gorton will be leaving Disability Services. Accepted a position in counseling services.

#### X. Adjournment

Cruz adjourned the meeting at 3:00 p.m.

Submitted by Marlina Martínez, Administrative Assistant, Office of Diversity and Inclusion

David Boyd, Retired/Student  
 Shirley Brozzo, Associate Director, MERC  
 Jill Compton, Internal Auditor  
 Jean Essila, Assistant Professor, Business  
 Jennifer Gorton, Coordinator-Disability Services  
 Rachel Harris, Director, Center for Student Enrichment  
 Gwen Hetler, Retired/Emeritus Faculty-Math/Computer Science  
 Abdisalan Haji, Student  
 LaMart Hightower, Assistant Professor, Social Work  
 Michelle Kimball, Exec. Secretary-College Tech./Occ. Sciences  
 Janet Koski, Dir.-EO/Title IX Coordinator  
 Amorette Languell, Assistant Professor-Music

Brigitte LaPointe-Dunham, Dir. Strategic Initiatives-UPHP  
 Victoria Leonhardt, Non-profit Marketing Professional  
 Juan Mendoza, Student  
 Madison Ngafeeson, Assistant Professor, College of Business  
 Jason Nicholas, Dir. Institutional Research/Analysis  
 Khadijah Rasheed-Wilson, Founder The Queen’s Heart Non-Profit  
 Ravyn Rooney, Student  
 Jud Sojourn, Assistant Professor, Native American Studies  
 Kevin Stulz, Associate Director, Admissions  
 Lexi Wieringa, Resident Director  
 Madeline Wiles, Student  
 Gordon Xu, Assistant Professor/Head Library Systems