Diversity Advisory Council  
Monday, October 17, 2016  
Medora Room, Memorial Union

PRESENT:
Sandra Mitchell, Provost Thomas DiLorenzo, Sara Kaiser, Jonathan Holth, Sabrina Balgamwalla, Lee Edward Brockington, Ryan Zerr, Brian Urlacher, Linda Neuerburg, Stacey Borboa-Peterson, Connie Frazier

I. Welcome and Introductions

II. Our charge (President Kennedy, Provost DiLorenzo):

- Complete inventories of existing campus diversity and inclusion practices with specific focus on essential studies that qualify under the diversity requirement
- Identify best practices to enhance our understanding of diversity and inclusion in a higher education setting
- Based on current programs/practices, identified best practices and provide a list of recommendations for consideration for our campus
- Due no later than December 15, 2016

President Kennedy described the group’s charge as fitting into “three buckets”:
- Policies & Procedures – existing, new, necessary
- Support Programs – retention
- Curriculum – required courses

Provost DiLorenzo thanked the group for their service and explained that they were selected because the University is looking for individuals who would rise to the challenge; argue for the charge; move us forward. The group should be able to answer key questions such as:
- Where do we come down on diversity training?
- What are best practices?
- How does our review process, procedures, adequacies, sanctions compare?
- How do we institutionalize our plans?

III. Diversity in Essential Studies

Briefly discussed the need for revisions to ES which are taking place in many places. R. Zerr invited members to a session Wednesday on diversity component, 1pm-2pm

IV. Policies

UND Med School and other professional schools have ethical standards requirements that include diversity and inclusion. We should look at some of those in establishing our own bias motivated incident policy. Any bias motivated incident policy needs to be created so as not to violate first amendment.

One important role of this group is to serve as a channel for dialogue between groups working on diversity issues

A Blackboard group for DAC will be established

Diversity is broadly defined but we do not have an actual definition beyond the Diversity and Pluralism statement written in 2006. We should create a new statement to guide our work.

V. Best Practices

There are numerous common best practices including:
- Recruiting students of color
- Retaining students of color
- Recruiting and retaining faculty of color
• Faculty and staff development
• International student support
• Study abroad
• Addressing diversity (race, class, gender) in curriculum
• Climate for diversity
  • Structural
  • Historical
  • Psychological
• Academic support for students of color
• Community outreach

Diversity and inclusion should be integrated into all curriculum. There will need to be an Office of Instructional Development (OID) series on course transformation.

The only class all students must take is ENG 110, can we offer a required diversity course?
We should consider an integrated approach in which ideas of diversity and inclusion are introduced in a required course, addressed again in the ES requirement, and threaded across the curriculum in all academic areas.

One of our tasks should be to compile a list of departments doing things

Study abroad/experiential learning is a good practice – can be costly – Financial Aid/Scholarship National Student Exchange

Service learning is also a good way to help student experience diversity. There will need to be a Service Learning 101 Faculty development session OID and include community engagement

How can we make diversity and inclusion a priority for Alumni Foundation scholarships, experiences, etc. Knight Foundation offers grants that can address Town Gown relationships – funding discussions
Diversity and Inclusion is important for the city’s talent retention; buy in from city leaders – get to know Grand Forks. Who is campus contact for community engagement?

Is there any discussion of UND’s relationships with K-12 especially regarding diversity?

VI. Working Groups
• Curriculum. This group will provide an inventory of academic courses that are diversity-focused including those listed in Essential Studies. Members: Ryan Zerr, Stacey Borboa-Peterson
• Co-Curricular. This group will provide an inventory of non-academic programs and services related to diversity. Members: Brian Urlacher, Connie Frazier, Sara Kaiser
• Best Practices. This group will examine best practices in a variety of areas from several different institutions. Members: Krista Lynn Minnotte, Linda Neuerburg, Jonathan Holth, Lee Edward Brockington, Sandra Mitchell

The Best Practices working group will work on a diversity definition.

Draft of work from each working group is due by October 31

Doodle Polls for upcoming meetings

ANNOUNCEMENTS:
The next Diversity Advisory Council Meeting is scheduled for Wednesday, November 2nd, 9am-10am, Memorial Union, 2nd Floor, Alumni Room 216