Diversity Advisory Council  
Wednesday, November 2, 2016  
Medora Room, Memorial Union

PRESENT:  
Sandra Mitchell, Sara Kaiser, Jonathan Holth, Sabrina Balgamwalla, Lee Edward Brockington,  
Linda Neuerburg, Stacey Borboa-Peterson, Connie Frazier, Casey Ozaki, Krista Lynn Minnotte,  
Samantha Chairez

Welcome and Introductions

Curriculum Group:  
This group’s task was to provide an inventory of academic courses that are diversity-focused including those listed in Essential Studies.  
Copies of initial curricular inventory of Diversity-Related Courses & Programs were handed out and a discussion followed (see attached handout).

Discussion:  
The group pulled all courses that might be diversity related. It’s impossible with small time frame to identify every course that might be diversity related. Group took program route and listed all programs that obviously have diversity mixed in. Study abroad falls into this category as well. Biggest issue; What are we looking for? Engagement piece is what we are missing. Mappin process would be a good idea and great start. The list is huge. Interest in seeing what number of students are taking these courses and percentage of the student body. Need to find out impact of the courses. Next step; get enrollment for courses from last year. After speaking with students and asking what course impacted them regarding diversity, the number one answer was a language course. Communication courses was also mentioned. How are students steered into the courses? Start by learning the value. What is Diversity at UND? Look at National Survey of Student Engagement (NSSE) data. Do we re-write learning outcomes as definition has never been clear, it’s a statement. What’s the final outcome? Look at Essential Studies core. Or is there a mandatory course? Is there an expectation/standard to achieve? President wants to know courses that make a difference. Group perceives there will be push back from faculty. Other than curriculum mapping, how can we brighten student’s horizon’s on diversity? Tie this into the Co-curricular piece.

Co-Curriculum Group:  
Copies of the on-line survey were handed out and a discussion followed (see attached handout).  
Discussion:  
The survey will be distributed to all people/departments on campus. Looking to get a quick snap-shot. Need to add identifying piece; who’s answering the questions (department name/title). Also add why the survey is being conducted and what the group will be doing with the information. It was suggested to not ask for individual names as it may prevent some from completing survey.

Best Practices Group:  
Looking at the practices of universities in the region, the general patterns seem to be as follows: UND seems to be on par, or even more advanced, than regional schools in terms of how diversity is currently addressed in Essential Studies (general education). UND’s Diversity Office seems to offer similar programs to other schools, with a few exceptions. One concerns diversity-related training and dialogue opportunities, which appear more prevalent at other regional universities. About 1/3 or so of regional universities appear to have fairly recently added bias-
related incident reporting procedures. However, there doesn’t seem to be much clarity in terms of what exactly happens when such incidents are reported (these patterns may change as further schools are explored).

What is the recurring piece from common best practices and how do we raise the level of conversation to: Recruiting and retaining students of color; Recruiting and retaining faculty of color; Study Abroad; Addressing Climate of Diversity; Academic Support for students of color; Community Outreach; Professional Development.
Not best practices but “next” practices. What do we do to move forward?

There is no actual definition beyond the Diversity and Pluralism statement written in 2006 (see attached draft copy of statement). The proposed Diversity & Inclusion statement could guide work that DAC is doing. At the last Strategic meeting, President Kennedy mentioned he would like to see it put on a card that you can put in your pocket. Shorter version for perspective students, and then maybe pull some catch phrases out for a longer version. AVP S. Mitchell asked the group for feedback by Friday, November 4th.

**Community Outreach/Knight Foundation:**
Jonathan Holth spoke with George Abbott and stated the Knight Foundation is incredibly interested in being a part of the discussion. Partnership with other Knight Foundation Cities on forefront with community. Be “leaders” and not what everyone else is doing. Gives group “political cover” working with Knight Foundation.

**Next Steps:**
There is still much work to be done to meet our December 15 deadline. It was suggested that the meetings be extended to 1 ½ hour so that each working group will have an equal amount of time to report.

Each group should also begin to consider ways to organize their work in a way that can be presented to the president and include recommendations for short-term, mid-term, and long term activities.

**ANNOUNCEMENTS:**
The next Diversity Advisory Council Meeting is scheduled for Wednesday, November 16th, 1pm – 2:30pm, Memorial Union, 2nd Floor, Alumni Room 216