**Fostering Equity and Inclusive Excellence Workgroup—Tuesday, June 28**

**10:00-11:30 a.m.**

**Zoom**

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| **Agenda Item** | **Discussion** |
| **Update on Assignment and Small Working Groups** | * As a reminder, we are relying on your small groups to look at these recommendations. We realize that not everybody is confident on how to move forward with this assignment, so that is what we wanted to focus on today. * For those not at this meeting, we are asking them to watch the recording so we can move forward in our small groups. * We want to make sure that we are all on the same page in terms of the assignment. |
| **Update on Strategic Plan Working Group Chair Meeting** | * We met of all the strategic planning working group chairs and heard reports of what has been going on so far. A lot was focused on the different group framework and information they have been gathering. * Some groups have engaged in SWOT analysis and talked about their findings and what they are hearing from focus groups. All this information is in the Teams site, so we encourage you to look though this information. * In our group, we are acknowledging the work that previous task forces have done in terms of DEIA. Reminder that we are honoring the work they have done and working through these recommendations. If there are things missing that we need to incorporate we will add. * This is the second time that we have gathered as workgroup chairs, and I have not heard any reporting as to how DEIA relates to the work that is happening in these groups. We will need to look at the recommendations that coming out of our workgroup and forward these recommendations on to other workgroup chairs so they have an idea of how DEIA can be addressed within these working groups. * Example: employee retention is being looked at, but how are we examining it specifically in terms of our diverse populations? This would be a recommendation to send over to the VASE group. This will help DEIA be infused throughout the new Strategic Plan. This can help connect our work to what they are doing. |
| **Small Group Assignment** | * We want to talk though the homework assignment to make sure there is clarity about what we are asking. * As a reminder, our final report to the Strategic Planning Committee is limited in pages. We can include as appendix or hyperlink for action items if needed. * What we are working on now are not specific action items but looking at the broader themes. Working on the five priority areas from a model we thought was workable for us- five overarching priority areas. With these areas we are asking for statements that are forward looking and aspirational that cluster around these thematic priority areas. * Task: formulating these statements. We need guiding statements that are forward looking and aspirational. Walked through the process that Stacey and Helen used for small group they are on (Improvement & Accountability) and provided it as an example for other groups (<https://ndusbpos.sharepoint.com/:x:/s/UNDStrategicPlanningCommittee/EavUsbayReFLrVu3aHViEu8BAs0cPkH-jHRGK-_qeiqV1A?e=K3eUw8> ) * Stay away from very specific things that can be ‘checked off’ a list. Work on broadening the language to keep growing in these thematic statements. Each statement should speak to a longer lifespan in terms of the work that we are going. This should use words such as ‘ongoing’, ‘continued’…etc. This helps make it a living document. * A few items we felt did belong in our thematic area, but also has overlap with other small groups, or perhaps we felt would better fit in another group’s work. We listed these items at the bottom, with an explanation as to why, or what we are thinking. * Each group theme and recommendations are included in these spreadsheets. Start with yours and try to get it into format that we just modeled. It is helpful to use the same format so we can see what others are doing. Ask you to look at other groups work please let them know if you have recommendations that would better fit in their area. * By the end of today’s meeting, we want you to have a firm vision of the assignment, so you can share it with the people in your group that are not here. We want to get this piece done prior to next meeting, so you can help guide them through this work. * Group split into smaller groups to work on this assignment. Anne was available to any group that had additional questions about the work. |
| **Large Group- Recap of Progress and Questions** | * Reminder that we have the flexibility to move and rearrange things. This is helpful in terms of focusing in on these themes. Gives us better clarity on how to organize and polish the language. * We want you to leave with clarity around the work and the ability to convey it to others in your small working group. This is the biggest lift that we have. Groups provided a few updates on their progress and had ability to ask questions: * Equity Within Recruitment, Retention and Advancement: We shaped and deleted things that were not as needed in this specific area. We also summarized and combined things that overlapped. This created several large, but important items. We polished up the language and worked on the grouping to be more thematic vs. goal specific. Worked on taking very specific recommendations and making them into a strong broad theme statement. * Education: spent majority of our time reformatting and wording. Will continue to work on these in our smaller group in terms of wording and grouping. We had a few items that we were not sure if they were more appropriate in our area, or perhaps moving them to Curriculum. * Discussion about what belongs in the Education vs. Curriculum groups. Is Curriculum where the more academic program items should end up? * Curriculum group will focus on courses that are being taken for credit. We should add more clarity about that in the description. In terms of pedological development we could see some overlap, and this is okay. * Curriculum: we have questions/recommendations on diverse hiring and recruitment- but this may be a better addressed by another group (Equity and Retention possibly). * Improvement and Accountability: pulling action items that talk about structure in terms of hiring. This may not belong in this area. Many recommendations on hiring, offices, positions- I don’t know if supporting structure is a theme of its own or where it would best land? This could better belong in Culture and Climate. * When we meet again, we are asking that this piece is done. Find a time for the 2-3 of you to meet and look at the work that others are doing so this will be a more holistic document. |

In attendance: Anne Kelsch, Stacey Barboa-Peterson, Jake Vivier, Charles Henry, Helen Ramon-Vega, Jacoba de Boer, Laine Lyons, Mallory Bernhard, Cerynn Desjarlais, Roberto DeMagalhaes, Kaisa Siipola, Darin Buri

Absent: Justin Berg, Tom Berry, Donna Smith, Caitlan Milera, Jon Maskaly, Jordon Apienti-Gyapong

SPC Liaisons and Staff: Anna Clark, Taylor Hanson Wald, Amanda Moske, Meloney Linder