**Fostering Equity and Inclusive Excellence Workgroup**

**Wednesday, July 20, 2022**

**9:00-10:30 a.m.**

**Zoom**

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| **Agenda Item** | Discussion |
| **Strategic Planning Updates** | * Met with the SPC and Workgroup Co-Chairs last week.
* A draft of the mission, vision, and values was shared. We were asked to gather feedback from each group. Will go over this today in our meeting.
* There is a specific focus group that occurred as part of the UND Community: Climate and Culture group that focused on Accessibility. Please look through these notes and see if we can add to our recommendations.
* The UND Community: Climate and Culture group has two priority areas that are focused on welcoming and inclusion and what it means for the campus to be welcoming and inclusive, so that is encouraging.
* A few groups are not using the standard template, so we will talk about what works best for our group. Need to have draft in by August 1.
* Conversation around a site visit to a North Dakota Tribal College- no UND recruiting materials. Make sure Tribal Colleges are still a priority.
* With the exclusion of the UND Community: Climate and Culture group not a lot of overlap with our group. I did share that we will provide/forward on recommendations to the other workgroups. We hope to get that out today.
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| **Mission, Vision, Values Draft Discussion**  | * Shared the mission, vision and values draft for feedback. It is still in draft form and will undergo revisions based off feedback from the workgroups.
* Broke into small groups to get feedback, specifically focusing on the inclusivity and justice core value.
* **Inclusivity and Justice Statement:**
* We wanted to make sure that anybody that ready this could relate to it. Not everybody sees things the same way that we do. We found word ‘guaranteed’ problematic. Tried to eliminate some of the words that makes this statement inflexible. Want to make it more inclusive. ‘Underserved and marginalized communities’ are terms not used as much anymore. Suggested rewrite:
	+ Inclusivity and Justice: We respect diverse peoples, perspectives, and ideas and we oppose actions that exclude, oppress, or marginalize individuals or groups. We are committed to promoting a more fair and equitable living, learning, and working environment characterized by mutual respect and access to resources and opportunities for all. We view inclusivity and justice as more than mere words, seeking to use these values to empower all members of the UND community.
* Changed some words: we didn’t like ‘guaranteed’ or ‘marginalized’. Reworded a few things. Used promotion (in promoting fair and equitable living). We thought this statement was very focused on inclusivity but less on justice. Don’t see the justice piece where we see an action. So, committed to seeing and *promoting* (the follow up is the promoting piece where we see justice). Suggested edits:
	+ Inclusivity and Justice: We respect diverse peoples, perspectives, and ideas and we oppose actions that exclude, oppress, or marginalize individuals or groups. We are committed to creating and promoting fair and equitable living, learning, and working environment where respect and access to opportunities and resources are guaranteed to all, particularly for those from underserved and marginalized communities. Through the guiding principles, values, and policies of the University we seek to use these principles to empower all members of the UND community as we view inclusivity and justice as more than mere words.
* To just say ‘we respect’ makes it sound like we are doing this, which we know is not always the case. We are not there yet, so our language needs to mirror this. Instead of ‘we respect’ we need to say we ‘strive to’ or ‘aim to’ because we are not there yet.
* To acknowledge this, we need to make the language future oriented. Take away past tense because we want it to be forward looking. It paints the real and honest conversation showing we want to move forward. This needs to acknowledge where we are now and where we want to go.
* For the last sentence of that section: ‘empower all members of the community’- empowerment is helpful but power is bestowed or allowed. We empower people to do what is right, which is good, but perhaps the word allyship needs to be included in the statement.
* Notion of removing barriers is important as well. If you empower people that is good but if you continue to restrain them with barriers that makes it difficult to move forward.
* Suggested edits: **Learning and Discovery:** We continuously advance our understanding and perspectives of a diverse world to broaden our horizons to become engaged and productive global citizens/communities. We understand that education and the development of new ideas is not just about a career, but also helps make our lives and the world a better place. Effective citizenship, rich and fulfilling lives, and advances in our work all begin with learning and discovery.
* Still feels like we are saying that the world is diverse, but North Dakota isn’t. We need to stop assuming that we are doing this to send out students out of the state to be global citizens. Shift from thinking that diversity is ‘out there’ and acknowledge it here in North Dakota too.
* Diversity is not external to us, we are a part of it, and I do not read much where it feels like we are a part of it- feels more that we are ‘plopped’ into it. When we say we serve the ‘state of North Dakota and beyond’, it seems like we are distinguishing that we are ‘*here’* and the world is ‘*out there’*. We are a global institution, and we interact with international people and global problems all the time.
* Myopic view of what DEI is. The more we can broaden this out is when we can see the true diversity that exists.
* **Mission Feedback:**
	+ Surprised at removal of liberal arts and focus on research.
	+ Discussion over the word ‘citizen’ thought that perhaps global citizen was better. ‘Community members’ has taken over that space of ‘citizen’. Being a ‘productive member of a diverse community’ may be another way to say it.
		- Citizen reads exclusionary to anyone who is not a US citizen.
	+ “For all in a diverse world” makes it seem like an end thought. Putting it in the front makes it stronger, since it is more than just allowing people to operate in a diverse world.
* **Vision Feedback:**
	+ Might be able to add more weight to this. I think it says will be better at ‘being better’, but the language itself may be hard for people outside of the university to understand what we mean.
	+ I struggle with our use of the word leaders, if this in our values statements, we need to spell out what it means to be a leader.
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| **Next Steps** | * Please make any final revisions by tomorrow. Stacey and Anne will work on combining these into a draft on Friday. Any comments or changes you want to make for your recommendations please finish them up.
* We need to know what recommendations you want to send to other working groups. We have your current recommendations, but you have until 1:00 today to add anything additional.
* Please look at the focus group data and check and see if there are things that we have missed that is evident from the focus group data. Makes sure we are not missing anything.
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**Committee Members Present:** Jacoba de Boer, Roberto De Magalhaes, Cerynn Desjarlais, Charles Henry, Laine Lyons, Jon Maskaly, Donna Smith, Jake Vivier, Anne Kelsch, Stacey Borboa-Peterson

**Committee Members Absent**: Justin Berg, Mallory Berhard, Caitlan Milera, Helen Ramon-Vega, Kaisa Siipola

**SPC Liaisons and Staff Present:** Anna Clark, Taylor Hanson Wald