

JOINT MULTICULTURAL AFFAIRS COMMITTEE (JMAC) 2018-2019

ACADEMIC STAFF

Michele Overgard, movergard@uwlax.edu
(RECORDER) Miranda Panzer, mpanzer@uwlax.edu
Will VanRoosenbeek, wvanroosenbeek@uwlax.edu

FACULTY

Ana Elisa Iglesias, CBA, aiglesias@uwlax.edu
(CHAIR) Yuko Iwai, SOE, yiwai@uwlax.edu
Mahruq Khan, CLS, mkhan@uwlax.edu
Yeon Ka Kim, CBA, ykim@uwlax.edu
Uttara Manohar, CLS, umanohar@uwlax.edu
Christine Schwartz, SAH, cschwartz@uwlax.edu
Huiya Yan, SAH, hyan@uwlax.edu

UNIVERSITY STAFF

Kathy Thoen, kthoen@uwlax.edu

STUDENT ASSOCIATION

Mark Moralez (BSU Senator), moralez.mark@uwlax.edu
Cortlyn Kelly, kelly.cortlyn@uwlax.edu
Sita Agterberg (Inclusivity Director), agterber.sita@uwlax.edu

EX-OFFICIO (non-voting)

Nizam Arain, narain@uwlax.edu
Barbara Stewart, bstewart@uwlax.edu

*Committee Chair

MEETING DATES

Wed, October 10, 4-5 PM	Centennial 3315
Wed, November 14, 4-5 PM	Centennial 3311
Wed, December 12, 4-5 PM	Centennial 3311 (canceled)

Semester II meeting dates will be posted as soon as they are available.

Joint Multicultural Affairs Committee (JMAC)
September 12, 2018
3:30 p.m. - 4:30 p.m.
104 Wing

Committee Members: Sita Agterberg, Ana Elisa Iglesias, Yuko Iwai, Mahruq Khan, Sabah Khan (3:40 PM), Yeon Ka Kim, Uttara Manohar, Mark Morales (3:45 PM), Michele Overgard, Miranda Panzer, Christine Schwartz, Kathy Thoen, Will Van Roosenbeek, Huiya Yan

Guests: Chancellor Gow (3:30 PM – 3:50 PM), Nizam Arain, Antoiwana Williams

Absent: Barbara Stewart

1. Meeting called to order at 3:30 PM
2. Welcome and Introductions
3. Chancellor Gow
4. Election of Chair
 - a. Yuko Iwai
 - i. Nominated and moved by Yeon Ka Kim
 - ii. Seconded by Miranda Panzer
 - iii. All in favor
5. Election of Secretary
 - a. Miranda Panzer
 - i. Nominated and moved by Will Van Rossenbeek
 - ii. Seconded by Yuko Iwai
 - iii. All in favor
6. Ongoing projects
 - a. Social Justice Week
 - b. Language of Diversity and inclusivity in department bylaws
 - c. How to support faculty/staff of color
 - i. Diversity and Equity Liaisons -
<https://www.uwlax.edu/equity/equity-liaison-initiative/>
 1. Training – how to help faculty with diversity and equity dialog in classrooms
 - d. Administrative Fee has been removed for unpaid bills
7. Charge for this year
 - a. Continue fostering conversations between units on campus
 - i. Suggested individuals or units: Joe Gow, Kate Parker, Meredith Thompson (Graduate Studies), Natalie Solversen (Institutional Research)
 - ii. Corey Sjoquist & Nicolas Gordon & Caroline Thao & Scott Johns Admissions
 - iii. Emelee Volden (IEE), Kristin Lettner & Kelsey Jones (Admissions),
 - iv. We should review matrix before inviting Natalie and Meredith

- v. Maybe invite Brandon - Graduate Admissions Rep and Meredith Thompson
 - b. Diversity and Inclusion Training for faculty and staff
 - c. Nizam will share a training with the committee members
 - d. Encourage more communication between the organizations working for diversity across campus
 - e. Follow up with campus climate survey
 - f. Support diversity and inclusion goals in the strategic plan
 - g. Update JMAC bylaws
8. Meeting times
- a. 4 PM – 5 PM on 2nd Wednesday a month
9. Other items
- a. Diversity and Inclusion Forum – Sept 28, 2018 at Noon – Bluffs, Student Union
 - i. Campus Climate Survey
 - ii. D&I Division Creation
 - iii. Strategic Planning Goals
 - b. Global Initiatives Week – November 2 – 9, 2018
 - i. Contact Miranda Panzer, mpanzer@uwlax.edu, if questions
10. Meeting adjourned at 4:34 PM all in favor

Minutes submitted by Miranda Panzer

Joint Multicultural Affairs Committee (JMAC)

October 10, 2018

4:00 p.m. - 5:00 p.m.

3314 Centennial Hall

Committee Members:

Sita Agterberg, Yuko Iwai, Mahruq Khan, Sabah Khan, Yeon Ka Kim, Uttara Manohar, Mark Moralez, Michele Overgard, Christine Schwartz, Kathy Thoen, Huiya Yan

Invited Guests: Nizam Arain, Corey Sjoquist, Antoiwana Williams

Excused Absent: Ana Elisa Iglesias, Miranda Panzer, Barbara Stewart, Will VanRoosenbeek

1. Approval of 9/12 minutes
2. Survey results (Yuko)
3. Updates from the admissions office (Corey)
4. Updates from equity liaison (Uttara)
5. Bylaws
6. Other items

Minutes for 10/10/18

1. Approved minutes from last time (unanimous)

(Miranda is absent so Christine Schwartz is taking notes)

2. Survey results:

Top priority items (from survey and conversation):

- support staff and faculty of color
- foster conversations with admissions about recruiting students of color
- diversity training for faculty and staff

3. Cory Sjoquist (director of admissions) from Admissions to provide updates:

Quick introductions of the JMAC members

Corey's comments:

The role of admissions is to recruit undergraduates and support grad recruitment

- Admissions works with recruiting first year, resident, nonresident, transfer, HS, international (all different kinds of students) – individual staff members can specialize in a particular group.
- Caroline Thao and Nicolas Cordin specialize in multicultural student recruitment – recently increased the number of staff members from 1 to 2.
- They rely on academic initiatives funding for recruitment efforts and at least one staff salary

- They are starting to quantify their efforts for recruiting – documenting it in their office
- Corey shared executive summary (handout) which was shared at Provost retreat in August of this year

Specific discussion from Corey's handout

- Multicultural programs and resources on the back of handout: Some students didn't know about resources until they got here – use that as a recruitment tool
- Executive summary: GOAL → want to increase SOC from 9.6 to 16% (average of UW system campuses)
- Working at local level – Twin Cities and Milwaukee areas currently, also - Kenosha/Racine, Madison, struggle with distance from home (this is an issue), question asked about potentially targeting the Chicago area → non-resident tuition is an issue
- also focus efforts in local high schools in LAX area, MC student liaisons, Boys and Girls club, upward bound
- pipeline programs → academic field trip (middle school program, Milwaukee PS), parent college (Arcadia, Norwalk-Ontario-Wilton) which is completely in Spanish (these areas have a high percentage of primarily Spanish speaking families).
- A lot of high school programs that come in – have them eating at Whitney rather than catered (get used to the food here as this is what they would be doing)
- Question about test requirements: We still require ACT/SAT scores here (UW system specific) – However, this is ONE factor, not the only factor, which allows flexibility and allows for a variety of students admitted
- Admissions did offer a waitlist option for students that didn't get first pass
- Academic Success Institute (summer program) – offered to students with a weaker academic profile
- Question about scholarships (specific for SOC), in the past received one semester payment of \$1000 – this program has grown (\$6000 for 4 years as an example)
- Question about access to panel of SOC that students get a chance to talk to – potentially find funding give some money to the people that help with that process (these students are busy and get asked to do a lot
- Question about Beloit/Janesville school district outreach - no bus trips over the last few years, but staff always go to those schools to visit
- Question about Vanguard and how many SOC are involved. Some, but would like more. This is an unpaid position (aside from summer), so that might be difficult for students to commit to (particularly those that are busy)
- Admissions works with other university divisions – where do we need to put more effort and who can we call on if we need help? For example, have faculty in student's home department call to award scholarships

Corey's suggestions for JMAC:

- Making sure we are comfortable talking about these issues with admissions – ask questions, make suggestions (keep open line of communication). Also, he can reach out to us if we can do something specific

4. Updates from Uttara?

- Idea to have diversity advocate on S&S committees – would require that individuals volunteer more time (and there are concerns with the same people being tapped all the time, potential pushback from departments)
- Following up on equity liaisons – important to provide spaces for them to meet and have access to resources

5. Bylaws discussion

- The JMAC bylaws are potentially in need of updates (these were emailed to group prior to meeting). Changes would include updating positions of the non-voting members (Nizam and Barbara) and adding Antoiwana officially.
- Antoiwana mentioned that we might have new position and a potential change in the people attending starting in Spring 2019, so we could wait to make changes until this new person is hired (Assistant Vice Chancellor for Diversity and Inclusion).
- Also it was mentioned that the Chancellor might need to be involved in any changes to the bylaws.
- Yuko will check on these things and we will wait to make changes for now.

6. Other items

Social justice week

- Yuko will send past JMAC proposal for this event so that members can see the scope.
- Members will decide whether to submit a proposal, and if necessary, can write/edit via email or meet as a small group (due date is Oct 31st).

Meeting adjourned at 5 pm.

Respectfully submitted by Christine Schwartz

Joint Multicultural Affairs Committee (JMAC)

November 14, 2018

4:00 p.m. - 5:00 p.m.

3311 Centennial Hall

Committee Members:

Sita Agterberg, Ana Elisa Iglesias, Yuko Iwai, Mahruq Khan, Sabah Khan, Yeon Ka Kim, Michele Overgard, Christine Schwartz, Huiya Yan

Invited Guests: Nizam Arain, Vitaliano Figueroa, Barbara Stewart, Antoiwana Williams

Excused Absent: Miranda Panzer, Kathy Thoen, Will VanRoosenbeek, Uttara Manohar, Mark Moralez

Minutes for 11/14/18

1. Approved minutes from last time (unanimous)

(Miranda is absent so Yeonka Kim is taking notes)

2. Updates from Nizam Arain on diversity training for staff and faculty

Introduction of a plan to invite JMAC members to online module on “diversity and inclusion in the modern workplace” (from Lawroom providing online training on sexual harassment and data security)

Nizam’s comments:

- Topics include: Identity, stereotyping, power, inequality, inclusion/exclusion, communication, EEO, etc.
- JMAC members can voluntarily take on the course and provide feedback (due date: unlimited): identify strengths and weakness; we can consult with HR whether it is legitimate to assign it to employees at UWL
- Strength – UWL subscribes it; no extra cost; we can complete it by department, unit, university-wide; 30-45 minutes lengths; taking this course might be more effective compared to creating something or new programs requiring more time and energy
- Group dynamics beyond individual level awareness about the contents; worthwhile to consider it as group dialogue (with Multicultural Student office, CATL); address it more effectively as a group dialogue
- Next step
 - Nizam will assign all JMAC members to online training program
 - JMAC can discuss strengths and weakness and report whether we advocate this program; if we advocate this program, we can discuss who would the ideal targets (department, division staff) – level and successful stages
 - Since it is for employee training, Nizam will figure out if he can assign student committee members to the course

- Suggestions from JMAC members: we can consider providing the certificate of the online training so that employees can use it for their merits; It can be the 3rd stage of diversity training; People can use it as a part of diversity statement or their diversity effort

3. Updates from Vitaliano Figueroa (Vice Chancellor of Student Affairs)

Quick introductions of the JMAC members

Vitaliano's comments:

- After he joined at UWL in Feb 2018, he was actively involved in Strategic Plan and Activities (discussed with directors, identified challenges)
- Student engagement: For students' retention, Student Affairs implemented a 6-week engagement plan. Students have opportunities to attend social and athletic events this semester; continue to have the initiatives
 - Students are notified about the events by Stryker emails (once or two weeks; a list of academic, social, cultural events; keeping track of their attendance; provide prizes)
 - Residential Hall: RAs have communications with students about their school lives and encourage students to attend the events (If we have academic advisors in the residential hall, it would be helpful.)
 - Connection to Academic advising center & career service: check students' awareness of academic advising; provide appropriate resources
 - Keep working on caring about students who have never participated in the events by providing resources and support and to enhance their belongingness (Athletic students, residence life, testing center, etc.)
- Other information and activities
 - UWL front page provides online publication on what student affairs do (with alumni, marketing communication)
 - On-boarding process: working with HR, working group individuals
 - Advisory Board: Parents want to have more information and parents can be part of advisory board; parent week: football game
 - Investigation and training on sexual assaults
- Suggestions for JMAC
 - He will consider and provide suggestions later if anything comes up with.

4. Updates from Barbara Stewart

- Diversity and Inclusion (DI) office joined Campus Climate Office.
- Past, on-going, and future activities of D&I office
 - Developed a mission statement; focused on branding; hopefully, D& I office can be connected to equity Equity Liaison Initiative
 - It would be desirable to grow it as the campus-wide division
 - Had weekly meetings with campus climate office, multicultural student service, and pride center

- Hiring process for some positions (D&I focuses on hiring a counselor who can deal with testing area, issues of color of students, sustainability and a website consultant who will review and update the website [platform change])
- Student focus group in spring: to integrate students' sense of feeling and thoughts
- UW-system level diversity effort
- Diversity training can be mandatory; put it together with other IT training; pilot and review it

5. Skipped the updates from equity liaison

6. Admission

- A student member will update about the compensation for Vanguard's after the meeting with Corey.

7. JMAC Bylaws

- From our previous meeting, we had an item about updating positions of the non-voting members (Nizam and Barbara) and adding Antoiwana officially.
 - The Vice Chancellor for Diversity and Inclusion – Barbara Stewart
 - The Director of Equity and Affirmative Action – Nizam Arain
 - The Director of Multicultural Student Services – Antoiwana Williams
- Yuko contacted Chancellor's office about this and found JMAC members can decide. JMAC members agreed to wait to see and review the title in Spring again or put a recommendation to the next year's committee.

8. Other items

Abstract for the 2019 Social Justice Week

- Yuko submitted a proposal, and will update members if she hears from the committee about the proposal

Meeting Schedules next semester

- We can continue to discuss our current agenda and/or new items next semester.
- We potentially meet on Monday 3:00-4:00 (proposed time), but, Yuko will send a doodle poll during winter break to check our accurate availability for our meetings next semester.

Meeting adjourned at 5 pm.

Submitted by Yeonka Kim

Joint Multicultural Affairs Committee (JMAC)

November 14, 2018

4:00 p.m. - 5:00 p.m.

3311 Centennial Hall

Committee Members:

Sita Agterberg, Ana Elisa Iglesias, Yuko Iwai, Mahruq Khan, Sabah Khan, Yeon Ka Kim, Michele Overgard, Christine Schwartz, Huiya Yan

Invited Guests: Nizam Arain, Vitaliano Figueroa, Barbara Stewart, Antoiwana Williams

Excused Absent: Miranda Panzer, Kathy Thoen, Will VanRoosenbeek, Uttara Manohar, Mark Moralez

Minutes for 11/14/18

1. Approved minutes from last time (unanimous)

(Miranda is absent so Yeonka Kim is taking notes)

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Meeting adjourned at 5 pm.

Submitted by Yeonka Kim

Meeting Minutes
Joint Multicultural Affairs Committee (JMAC)
February 4, 2019
3:00 p.m. - 4:00 p.m.
314 Wimberly Hall

Committee Members:

Sita Agterberg, Ana Elisa Iglesias, Yuko Iwai, Cortlyn Kelly, Mahruq Khan, Yeon Ka Kim, Uttara Manohar, Michele Overgard, Miranda Panzer, Christine Schwartz, Kathy Thoen, Will VanRoosenbeek, Huiya Yan

Invited Guests: Nizam Arain, Barbara Stewart, Antoiwana Williams

1. Approval of 11/14 minutes
 - a. minutes approved
2. Diversity training course for faculty and staff (Yuko)
 - a. We decided last meeting to take training and bring comments (pros and cons) to next meeting to determine if we want to recommend that faculty and staff take the training.
 - i. Mahruq: Overall fine to recommend, didn't find overtly problematic, one thing was how will faculty respond to the people who were portrayed in the training, was concerned about lack of citations and sources.
 - ii. Sita: Very focused on workplace and not necessarily student/faculty interactions. Might help to supplement something else.
 - iii. Christine: The interactive portions were the best part of the training. Discussed video of students from a few years ago that was very powerful.
 - iv. Huiya: It didn't have a completely authentic solution. Would like to make more formal.
 - v. Yuko: Can we recommend and who is the audience?
 - vi. Miranda: If our mission is to be an inclusive/welcoming campus we should require it
 - vii. Mahruq: If it's not required faculty won't take it. Would it be easy to distribute and could it be part of something larger? Is it possible to get answers from HR.
 - viii. Mark: Should we put our effort into supporting this if we don't think that it is the best. Mentioned Rise Up (ATP performance) for faculty and staff). People seem to get more out of something like that as opposed to online course. Scalability is an issue if you want to do something right.
 - ix. Cortlyn & Sita: More interactive and geared toward the audience.

- x. Will: It is part of a skit for Rise Up—people taking online training while distracted. Is there a more realistic way to do this...it will take more time and energy.
 - xi. QUESTIONS For HR: Possible to modify, possible to distribute to all faculty and staff, what are the rules around required training?
 - 1. Yuko will contact HR to ask the questions.
 - 2. Table until we hear back from HR
- 3. Social Justice Week Panel on April 4 from 2:30-3:45pm (Yuko)
 - a. Yuko received email from Kate. It is on Thursday, April 4. Most people responded regarding availability. We have a proposal, can we form a small sub-committee (doesn't matter if people can make it to the session or not) and do some work and report back at our next meeting. Huiya can partially attend the panel. Purpose of JMAC (referred to Mission Statement) we have an explicit focus on race and ethnicity.
 - i. Discuss student perspectives and faculty/staff perspectives. SEEDS get paid to talk about those topics with students in the residence halls, etc.
 - ii. Could we ask those in attendance what they have questions/interest.
 - iii. If we did small groups we could have a SEED at each table.
 - iv. Depends on what the facilitators' comfort levels are
 - v. Invite diversity liaisons
 - b. How do we want to work on this? Next meeting is March 6. If we want SEEDS involvement, we should check their availability/interest prior to the next meeting. Mark said he would reach out to SEEDs in Eagle Hall and AJ the SEEDs advisor.
 - c. Come to the next meeting with some ideas. Yuko will send an email asking the group via email giving a heads up to what the plan will be for the next meeting and to send information prior to the March 6 meeting if they cannot attend.
- 4. Admissions (Yuko)
 - a. Corey is trying to get funding for students of color to show multi-cultural students around campus. Funding request is tomorrow. It will be separate from Vanguard's but still run through admissions. Sita will update the group when she has additional information.
- 5. Other items
 - a. How can we support faculty and staff of color: Understanding that some faculty and staff members left UWL because they didn't feel accepted at UWL.
 - i. The Women of Color Collective: A small group meeting once a month.
 - ii. Heard that students are more critical in SEIs of faculty of color.
 - iii. Ad hoc committee working through faculty senate (Will is on it). They are currently at a research stage. They've learned that not every department looks at SEIs the same—it is a concern. People teaching courses specific to ethnic/racial/LGBTQ+ are judged

more critically and women are judged more critically. Trying to determine questions that are more inclusive and determine how people are receiving feedback. If people like someone, they are more apt to NOT fill out the SEI. Mainly, the students who do fill out the form may have had a negative experience vs. positive.

Mahruq has research from 5 years ago (2013) that JMAC compiled that she will share with Will regarding SEIs and Will to share it with the committee. We should request access to common issues that faculty/staff are experiencing, Yuko to send request from last 2 years to Amanda Goodenough at Campus Climate.

- iv. Support for newer faculty members would be very helpful: mentor, Q&A sessions, etc. It is very challenging to learn more about students, the campus. This could be helpful for new faculty orientation—how can you get this into departments that are not currently addressing this issue.
- v. Do students really understand what they are being asked on SEIs. Students are changing—do the questions need to change too? Now that the SEIs are online, fewer students are filling them out.
- vi. Has there ever been a conversation about making SEIs mandatory? It depends on the department, some give time in class to take it others do not.
- vii. Asked students what their perspective is on the SEIs. The SEIs vary so much...but the first 6 questions are standard. Students say they “blow through” the SEIs and don’t necessarily care about filling them out. From instructor perspective, they’ll get conflicting information. Students pay more attention to Ratemyprofessor.com than SEIs. Students feel more obligated to take SEIs when the instructor explains that their evaluation/job depends on it.

6. Adjourn @ 4:05 p.m.

Respectfully submitted,
Michele Overgard

Agenda
Joint Multicultural Affairs Committee (JMAC)
March 6, 2019
2:30 p.m. - 3:30 p.m.
314 Wimberly Hall

Committee Members:

Present: Yuko Iwai, Cortlyn Kelly, Uttara Manohar, Miranda Panzer, Kathy Thoen, Huiya Yan (until 3:03 PM)

Absent: Sita Agterberg, Ana Elisa Iglesias, Mahruq Khan, Yeon Ka Kim, Mark Morales, Michele Overgard, Christine Schwartz, Will VanRoosenbeek,

Invited Guests:

Present: Laura Abellera, Amanda Goodenough,

Absent: Nizam Arain, Barbara Stewart, Antoiwana Williams

1. Approval of 2/4 minutes
2. Diversity training course for faculty and staff (Yuko)
 - a. Feedback from Ana shared
 - b. Review of comments from last meeting
 - c. Unable to edit the diversity training course would we want to move forward with it as is or do something else?
 - i. Ask HR to move forward with it as is and then work with Diversity Equity Liaisons to push out to staff.
3. Social Justice Week Panel on April 4, 2019 from 2:30-3:45pm (Yuko)
 - a. On calendar invite Will, Miranda, Michelle, Yuko, Yeon Ka, Uttara, Huiya 3 to 3:45 PM
 - b. 25-40 people is typical attendance.
 - c. Reviewed abstract.
 - d. Mark was going to reach out to SEEDs and AJ to see if they could assist with our session.
 - e. Yuko reached out to Amanda and distributed the latest hate and bias reports as possible panel presentation options.
4. Updates from Campus Climate (Amanda & Laura)
 - a. General themes
 - i. Students
 1. Usage of N word in classrooms and res halls (spoken, written, carved)
 2. Blatant use of incorrect or mispronounced names by staff/faculty
 3. Res hall staff racially negative remarks
 4. Roommate issues around race
 5. Destruction of signage and erasing of SOC event
 6. Student mocking poc on campus
 7. Discriminatory conduct or language

- ii. Staff
 - 1. Students in classroom saying things or having attitudes
 - 2. Accents has come up and discrimination
 - 3. SEI feedback
 - 4. Faculty/staff safety concerns - White student reported that they were worried about safety of professor during a conversation where race came up
- b. Campus Climate follows up as much as possible. Sometimes folks do not leave information with contact info. Try to help individual as much as possible. Indirect or direct follow up with the situation
- c. Session Ideas
 - i. Something to move forward and action orientated focus
 - ii. Small group discussion based
 - iii. Anonymous story sharing
 - iv. Privilege inventory and if people want to share they can
 - v. How do we market UWL to all groups? – SOC “you can be a part of the change” versus what is said to the white students – they also need be a part of the change – asked during the admissions process
 - vi. Activity - What are you doing to push this shared mission
 - vii. Googledoc for shared plan of session
 - 1. Welcome
 - 2. What is happening at UWL?
 - a. Statistics
 - 3. UWL Mission and Vision
 - 4. What are you doing as an individual to push this mission and vision forward?
 - 5. What can we do to push diversity and inclusion forward?
 - 6. Inclusive negligence resource.
- 5. Updates from the equity liaison (Uttara)
- 6. Admissions (Yuko)
- 7. Support staff and faculty of color
- 8. Other items

Meeting adjourned at 3:32 PM

Minutes submitted by Miranda Panzer

Agenda
Joint Multicultural Affairs Committee (JMAC)
April 1, 2019
3:00 p.m. - 4:00 p.m.
314 Wimberly Hall

Committee Members:

Sita Agterberg, Ana Elisa Iglesias, Yuko Iwai, Cortlyn Kelly, Mahruq Khan, Yeon Ka Kim, Uttara Manohar, Mark Morales, Michele Overgard, Miranda Panzer, Christine Schwartz, Kathy Thoen, Will VanRoosenbeek, Huiya Yan

Invited Guests: Nizam Arain, Barbara Stewart, Antoiwana Williams

1. Approval of 2/4 & 3/6 minutes
 - a. Move to approve the minutes
 - b. Move seconded
 - c. Minutes unanimously approved
2. Diversity training course for faculty and staff (Yuko)
 - a. Nizam's recommendation is to make an official recommendation to Barbara Stewart. Barbara will then bring to the administrative executive meeting. Barbara needs letter by April 16 and it should include:
 - i. Why the committee feels that the training is appropriate or that it should be encouraged (or mandatory)
 - ii. What is the desired or expected outcomes will be for employees as a result of completing the training
 - iii. What steps the committee took to evaluate the training
 - b. Yuko will send out an email to take an electronic vote to make the recommendation – Electronic vote approved on April 8, 2019
 - c. Christine Schwartz will send a draft version of the letter in approximately one week
3. Social Justice Week Panel on April 4 from 2:30-3:45pm (Yuko)
 - a. We will fill out the template/outline today
 - b. We will be given a facilitator
 - c. Yuko will share that we would like to introduce ourselves and provide information regarding our session
 - d. We reviewed the PowerPoint that Yuko created for the presentation
 - i. Mission
 - ii. Discuss our focus of race and ethnicity
 1. Ask if you feel:
 - a. Safe in a classroom at UWL
 - b. Included in a classroom at UWL
 - iii. Statistics from Hate Bias reports
 - iv. UWL Mission/Vision
 - v. Discussion
 - vi. Yuko to share the presentation with the group**
 - vii. Mahruq shared that students are looking for leadership from this committee—we should reference the pillar from the strategic plan that we are supporting: Achieving Excellence Through Equity & Diversity
 - viii. Student shared that it is important to tell what we are doing and to take their feedback back to the committee
 - ix. What is JMAC doing:
 1. Recommendation for more **diversity training** for faculty/staff

- a. Ask what would be important to you to have included in the diversity training?
2. **Admissions:** recruit and retain students of color—include information on what Corey discussed
3. **Campus Climate**—guest speaker to better understand what is happening on campus
 - a. Will shared there have been many incidents in the classrooms this year. They've been increasing in frequency. This year there have been 184 reports (sometimes multiple reporters) which equate to 168 incidents. As of April 1, 2019:
 - i. 79 in residence halls
 - ii. 41 in classroom
 - iii. Categories include
 1. Sex
 2. Gender Identity & Expression
 3. Race and Ethnicity
 - x. Will to discuss statistics
 - xi. Yuko strategic plan
 - xii. Yeonka Kim recommendations
 - xiii. Michele Inclusive Excellence
 - xiv. Huiya discuss mission
 - xv. Panel members are encouraged to meet 10 minutes earlier than the presentation time.
4. Scholar of color grant (Yuko)—please read page 3 and appendix H of the annual report that Yuko sent. We've been asked to evaluate the name. Keep in mind and we will discuss at the next meeting.
5. Support staff and faculty of color
 - a. No discussion
6. Other items
 - a. No discussion

Respectfully submitted,
Michele Overgard

JMAC Meeting Minutes
May 1, 2019
2:30-3:30pm
314 Wimberly Hall

Committee members present: Yuko Iwai, Huiya Yan, Mark Moralez, Antoiwana Williams, Miranda Panzer, Mahruq Khan

Diversity Training module

Yuko sent a letter to Barbara Stewart re: the Committee's recommendation for diversity training for faculty and students.

Yuko was invited to discuss the diversity training module with Nizam, Chancellor Gow, Barbara Stewart, and the HR Director on May 10th. She will share the strengths and weaknesses of the module.

Mark Moralez said that Student Senate brought the diversity training issue up with the Chancellor. JG was in support of the training. He said it will have to be discussed with the HR Director. JG said we can strongly encourage faculty to take it but not require it.

Social Justice Week

Yuko felt the conversation went well. There were 40ish people who attended the JMAC session. They had small group discussions with students. There were multiple facilitators of small group sessions. Yuko will ask the discussion facilitators about what issues/themes came up from those small groups to see if these can be shared out with rest of JMAC members and for the year-end report. Miranda shared that one transfer student felt disconnected from what was going on on campus re: race/ethnicity issues. Yuko felt like students in her group felt pretty safe with their faculty/class experiences.

Visiting Scholar of Color Grant

Yuko was invited by the Faculty Senate Chair and SEC to provide some updates from JMAC. They requested that information be shared out with JMAC re: concern about name of Visiting Artist/Scholar of Color grant. The purpose of the grant is to highlight the presence of faculty and staff of color at UWL. If the grant title changes it may conflict with the essence of the grant. We are aware that this critique has been raised in the past, but it is not clear how many people feel that the title should be changed. The Committee is open to continuing the discussion about possible alternatives to the title, but would like to consider titles that reflect that this is only for people of color. It may be worth considering what other campuses are titling grants of a similar nature. One Committee member said it may be worth asking past recipients if they had similar concerns about the grant title (if they didn't want others to know that they're a person of color).

Further support of staff and faculty of color:

It is already May, and this year's Committee will not be able to address anything. However, for next year's committee, the previous year's Committee recommends some social support organization for multicultural faculty and staff with a due structure outside of university

funding streams. Many of the other recommendations from last year's committee will carry forward for the next year.

Year End Report

Yuko will create a first draft of the year-end report in a Google doc for everyone to contribute to before the deadline.

Possible future recommendations for the next year's JMAC Committee:

- Follow up with the diversity training module
- Yuko is wondering if the Chancellor and/or Faculty Senate could set a time for the Committee because it's difficult to coordinate a meeting time for 14 committee members to consistently meet at one time in-person. It is also difficult to make quorum when there's so many people on the committee.
- Reviewing JMAC bylaws and structure of the Committee (Past Chair, Chair, and Future Chair) to maintain continuity of the Committee.
- Other recommendations from OMSS for JMAC: There's always the issue of outstanding balances of students of color and that the students of color be given opportunity for high impact practices. We need greater support to retain and graduate male students of color. Perhaps the Equity Liaisons could work with OMSS to help provide support for male students of color.

The meeting concluded at 3:35pm.

Respectfully submitted,
Mahruq Khan