

**Joint Multicultural Affairs Committee  
(JMAC) 2022-2023 Year-End Report**

**FACULTY**

Susan Crutchfield, CASSH

Elizabeth Crosby, CBA

Shanna Felix, CASSH

Victor Macias-Gonzalez, CASSH

Sarah Pember Giannini, CSH

Charlotte Roberts, SOE

Louise Zamparutti, CASSH (Chair)

**ACADEMIC STAFF**

Jeffrey Kerkman

Michele Overgard

Victoria Rosin

**STUDENTS**

Ximena Herrera

Paige Vang

**EX-OFFICIO (non-voting members)**

Antoiwana Williams

Barbara Stewart

Dina Zavala

This document serves as a final report for the project, activities, and actions of the Joint Multicultural Affairs Committee (JMAC) for the 2022-2023 academic year.

Although we did not have a formal charge this year, we acknowledge that JMAC supports and initiates discussions of issues important to the university community (Please see **Appendix A** for JMAC bylaws). Below is a report of the committee's discussions and actions taken in AY2022-2023, and questions for the 2023-2024 committee to address.

### **Charges for this year**

We received no formal charges for this year. We reviewed the 2021-2022 annual report, including the recommendations provided by the previous year's committee. We discussed those recommendations and chose actions based on responses we received to our actions in 2021-2022.

In our meetings in Fall semester, we discussed the lack of charges given to the committee, this year and in previous years. While that allows freedom for us to choose how to further the university's goals of promoting diversity, equity, and inclusion, we observed that it has sometimes resulted in the committee choosing to work on matters that are outside the purview of this committee. We concluded that in order to avoid misusing the time and labor of JMAC members it was best to seek more specific guidance as to how to direct our efforts before embarking on specific projects.

As JMAC chair, I met with my department chair Dr. Kate Parker and Provost Morgan to request advice on how JMAC can proceed in a way that allows the committee to collaborate with existing efforts to promote diversity, equity, and inclusion. I then corresponded with Chancellor Gow, who gave us the charge for 2023-2024 to collaborate with D&I throughout the year and to assist in the planning of Social Justice Week.

### **Plan for AY2023-2024**

In our final meeting on May 8, 2023, we formed the following plan for the next year:

1. Work with the Interim Vice Chancellor and Interim Assistant Vice Chancellor of the Division of Diversity and Inclusion to determine JMAC's role in collaboration with D&I
2. Consider whether it is necessary to make any amendments to the JMAC Bylaws (Appendix A) to reflect ongoing collaboration with D&I.
3. Address the following questions and issues regarding our collaboration:
  - a. What is JMAC's relationship to Race Policy group?
  - b. Each UWL College should have a Diversity and Inclusion Committee that works with Faculty Fellows for D&I. How do these committees advise/appraise JMAC?
  - c. What is JMAC's relationship to ISJ and Social Justice Week?
  - d. How can JMAC advise and assist with any programmatic overlap between ISJ, CTJ, and Community Engagement?
  - e. How can JMAC hear more from student diversity organizations and work with DOC?
  - f. JMAC would like to be updated on results of Campus Climate studies and student focus groups and find ways to better serve student needs.

## Appendix A

### Bylaws of the Joint Multicultural Affairs Committee

The bylaws of the Joint Multicultural Affairs Committee (JMAC) at the University of Wisconsin- La Crosse (UWL) outline the institutional vision, the committee mission, the roles and duties, and the membership of the committee.

#### VISION

JMAC envisions UWL as an inclusive campus community that attracts and retains diverse students, faculty and staff, and where diversity and inclusion:

- are integral to the achievement of excellence;
- enhance the university's ability to accomplish our academic mission; and
- are prioritized through the commitment of human and financial resources.

(Adapted from <http://www.uwlax.edu/diversity-inclusion/>)

#### MISSION

In service to the institution, this shared governance body advises the administration on campus diversity, campus climate, and equitable outcomes for faculty, staff, and students of color. JMAC addresses the institutional barriers that prevent the full and equitable participation of faculty, staff, and students of color. JMAC uses the definitions of diversity, equity, and inclusion as [defined by UW System](#).

JMAC has an explicit and intentional focus on race/ethnicity rather than other elements of diversity. Committee members and the campus community recognize that we have yet to achieve equitable outcomes for persons of color. JMAC understands that improving the experience of domestic, international, indigenous, or undocumented persons of color benefits all UWL community members.

#### ROLES/DUTIES

While diversity includes several facets of identity and experience, JMAC is necessarily and explicitly focused on institutional barriers that prevent the full and equitable participation of persons of color. To achieve these goals, duties and responsibilities of JMAC include:

##### Assess

- Identify institutional deficiencies regarding campus-wide matters of equity and diversity;
- Solicit, study, review, and disseminate all available and pertinent information relating to equity and diversity, especially as it pertains to race and ethnicity;

##### Advise

- Advise, consult with, and make recommendations to the Chancellor regarding equity and diversity for persons of color on campus;
- Provide guidance to senior administration regarding campus-wide equity and diversity matters, including, but not limited to, equitable outcomes for students, faculty and staff

of color (such as retention and graduation rates, campus climate data, retention and promotion rates), acknowledging the unique challenges faced by people of different racial and ethnic groups and intersecting identities;

- Provide annual updates to the Faculty Senate, Academic Staff Council, University Staff Council, and Student Senate regarding equity and diversity on campus; and

#### Advocate

- Serve as a resource to campus units that advance equity and diversity efforts on campus (e.g., Office of Multicultural Student Services, Campus Climate, Affirmative Action).
- Advocate for institutional support, including human and financial resources, for these units, in furtherance of the mission and vision stated above.

### **PROCEDURES**

Membership of JMAC shall consist of seven faculty, three academic staff, one university staff, the Vice Chancellor for Diversity and Inclusion, Director of Equity and Affirmative Action, Director of Multicultural Student Services, and three students. Representatives from various campus offices and organizations can serve as non-voting ex-officio consultants to JMAC as necessary.

In the fall of each academic year, the committee shall elect a chairperson and secretary. The chairperson shall preside over all meetings and provide guidance to committee members in achieving the duties and responsibilities of JMAC. The secretary shall record minutes and disseminate materials as needed to facilitate the duties and responsibilities of JMAC. The committee shall report directly to the Chancellor.

The bylaws and procedures may be amended with a simple majority of the current membership. Any proposed amendment(s) shall be distributed in writing to all committee members, to be presented, discussed, and voted upon in a subsequent meeting.

*Bylaws approved December 6, 2019*