

Joint Multicultural Affairs Committee (JMAC)  
Meeting Minutes  
September 16, 2016  
8:50-9:45am  
104 Wing

**Committee Members for 2016-2017**

*listed in this order so Chancellor's Office can update membership roster on the [JMAC website](#).*

Faculty:

Tammy Fisher (CLS – Music)  
Heather Hulett (SAH – Mathematics & Statistics)  
Eddie Kim (SAH – Mathematics & Statistics) - CHAIR  
Cecilia Manrique (CLS – Political Science & Public Admin)  
Peter Marina (CLS – Sociology)  
Michele Pettit (SAH - Health Ed and Health Promotion)  
Tori Svoboda (CLS – Student Affairs Administration) - SECRETARY

Academic Staff:

Charlene Holler (Counseling & Testing)  
Miranda Panzer (International Education & Engagement)  
Jessica Thill (McNair Scholars)  
Will VanRoosenbeek (Pride Center)

University Staff:

Rachel Berry (Eagle Recreation Center)

Students:

Malik Hodges (2<sup>nd</sup> year Comm Studies)  
Anna Razidlo (2<sup>nd</sup> year Women & Gender Studies)

Non-Voting Ex-Officio Members:

Nizam Arain (Director, Affirmative Action)  
Barbara Stewart (Associate Dean, Diversity & Inclusion)

Guests:

Chancellor Joe Gow,  
Richard Sims (Office of Multicultural Student Services)

Absent: All members were present except Peter Marina (who did attempt to join virtually and via phone) and Anna Razidlo.

1. Welcome and Introductions

- convened at 8:52 a.m. by Heather Hulett

2. Election of Chair

- Motion/second for Eddie Kim to return to this role. Motion passed.

### 3. Election of Secretary

- Motion/second for Tori Svoboda to assume this role. Motion passed.

### 4. Quick summary of projects last year and their status

- Approved new Bylaws (Appendix A) *In 2016-2017, we can ensure the updated bylaws are shared with Chancellor's Office and all governance groups who appoint members, as well as the "Stronger, Inclusive, and Equitable UWL" strategic planning action team, led by Dr. Roger Haro.*
- Worked with Native American Students Association on native land recognition statement (Appendix B). *In 2016-2017, we can check the status of approval for the policy by other governance bodies (faculty senate, academic staff council, university staff council). We may also share the statement with those who work in continuing education and those who manage reservations (Cartwright, performance venues), so that the statement will be provided to those planning conferences and large events.*
- Hosted Listening Session (Appendix C). *In 2016-2017, we can determine what existing venues exist for further discussion related to [Inclusive Negligence](#) film. Student Affairs and the Institute for Social Justice both have discussed hosting events – no details are yet known. Goal would be to support a coordinated effort to ensure future action related to topics in the film.*
- Worked on raising the cap on balance allowed for registering for next semester classes (Appendix C). *In 2015-2016, JMAC recommended that the institution raise the cap from \$100 to \$500 (the amount allowed on a student account in order to be able to register for classes in future terms), as the number of students impacted by the \$100 limit was substantial (n=1597) and students of color were disproportionately affected. In late August, the implementation team (members include Jessica Thill and Richard Sims) was told that the cap could be adjusted to \$250 instead of \$500, but only if a new cancellation policy were put in place such that students whose balance was not \$0 by the end of the current term would have their registration for future terms cancelled. This suggestion raised significant concerns, as it may cause more harm than the original policy of a \$100 cap at the time of registration. In 2016-2017, Chancellor Gow committed to ensuring that these concerns were heard and that the details still needed to be worked out, with Business & Finance members gathering additional data at this time. Nizam Arain suggested that implementation team members offer ideas about specific timelines for cancellation policies. Another JMAC member suggested that staff in Records, Cashier's Office, and Financial Aid are also important staff to consult, as they are the ones who first respond to student concerns.*

### 5. Charge for this year

- Chancellor Gow explained that he prefers not to issue a charge, but to invite the committee to determine its own direction. He would like to see further dialogue about the Inclusive Negligence film shared at his opening remarks, and would also encourage JMAC to work with the strategic planning action team (see Appendix D) so JMAC ideas are addressed. Nizam Arain and Barbara Stewart,

both ex-officio members of JMAC, are also on the strategic planning action team, and Nizam indicated that the first report of that group will be shared with JMAC.

#### 6. Other items

- Foundation may have up to \$25,000 to offer in bridge loans to students who need to get their balances down to a certain amount or else their registration for future terms could be cancelled. That working group (charged by Vice Chancellor Paula Knudsen and led by Financial Aid Director Louise Jahnke) is unable to recommend loan policies until they receive clarity about any new cancellation policies.
- Another of JMAC's proposals from the 2015-2016 academic year—to allow students with adequate financial aid in a subsequent semester to pay an outstanding bill to register on time—seems to have been quietly adopted by the financial aid cashiers' offices. The next step is to educate advisors and interested others of this process so they can better inform students.

Meeting was adjourned at 10:00 a.m. As meeting was only scheduled until 9:45 a.m., several members had to depart prior to adjournment.

Minutes respectfully submitted by Tori Svoboda, distributed via email to membership on October 17, 2016.

NEXT COMMITTEE MEETING: October 21, 8:50 a.m. – 9:45 a.m., Wing 104

## ATTACHMENT A – Revised JMAC Bylaws

### **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, and three students. The Associate Dean for Diversity and Inclusion and the Director of Affirmative Action shall serve as non-voting ex-officio members of JMAC. Representatives from various campus offices and organizations can serve as 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.

Approved April 29, 2016

## ATTACHMENT B – NASA Native Land Recognition Project

NASA statement to be read at the beginning of academic and leadership conferences and discussion panels; at the beginning of home sporting events; at the beginning of events sponsored by Campus Activities Board, predetermined by CAB and NASA; at ticketed events in Cartwright Center, the new student Union, the REC, Graff Main Hall, and Centennial Hall; and at other events where other interested parties feel inclined. Some events may include the statement in programs or other print/electronic materials.

“We would like to recognize that the University of Wisconsin – La Crosse occupies the land of the Ho Chunk people. Please take a moment to celebrate and honor this ancestral Ho Chunk land, and the sacred lands of all indigenous peoples.”

## ATTACHMENT C – Listening Session & Raising the Cap

The complete JMAC report from 2015-2016 is available at [https://www.uwlax.edu/uploadedFiles/Offices-Services/Chancellor/JMAC Annual Report 2015-2016.pdf](https://www.uwlax.edu/uploadedFiles/Offices-Services/Chancellor/JMAC%20Annual%20Report%202015-2016.pdf).

The report includes significant information about activities from the prior year, with additional details about information gathered at the Listening Session (see Appendix I, pp. 16-35) and Raising the Cap on balances allowed for future term registration (see Appendices D-F, pp. 8-12).

## ATTACHMENT D - [UWL Strategic Planning](#)

Three priorities identified: A Stronger, Inclusive, and Equitable UWL; Transformational Education; Increased Community Engagement. JMAC's interests may be most closely aligned with the first of these priorities, but could also be part of other two, as well.

Action Team:

- **Roger Haro\* (Lead)**
- Barbara Stewart (student affairs)
- Joe Anderson (CLS faculty)
- Grace Engen (academic affairs)
- Nizam Arain (affirmative action)
- Sonia Garcia (student)
- Roi Kawai (SoE faculty)
- Kate Parker (CLS faculty)
- Mo McAlpine (student affairs)
- Faye Ellis (SAH lecturer)

Four Goals identified thus far:

1. Achieve demographic equity in access and retention for students, staff, faculty, and administrators.
2. Provide fully inclusive educational experiences for all students.
3. Involve all employees in creating a dynamic and welcoming campus community.
4. Coordinate highly-visible diversity and equity efforts, with shared accountability and dedicated resources.