

Joint Multicultural Affairs Committee (JMAC)
2019-2020 Year-End Report

JMAC 2019-2020 membership

ACADEMIC STAFF

Charlene Holler
Miranda Panzer (recorder)
Will VanRoosenbeek

FACULTY

Yuko Iwai, SOE (chair)
Mahruq Khan, CLS
Yeonka Kim, CBA
Tisha King-Heiden,
Uttara Manohar, CLS
Christine Schwartz, SAH
Megan Strom

UNIVERSITY STAFF

Kathy Thoen

EX-OFFICIO (non-voting)

Nizam Arain
Barbara Stewart
Antoiwana Williams

Students

Camoya Evans (Fall 2019)
Faith Fisher (Fall 2019)
Myles Isenberger (Fall 2019)
Shivani Ganesh (Spring 2020)
Stephanie Gracia (Spring 2020)
Celeste Ives (Spring 2020)

This document serves as a final report for the activities, actions, and projects of the Joint Multicultural Affairs Committee (JMAC) for the 2019-2020 academic year.

While the committee was not given a charge by the Chancellor, JMAC supports and initiates discussions of issues important to us and the university community. Highlights of these are listed below.

1. We reviewed the 2018-2019 annual report and identified areas to pursue for this year.
 - a. Visiting Scholar/Artist of Color grant title discussion
 - b. Bylaws update
 - c. Social justice week panel in 2020
 - d. SEI discussion
 - e. Student association elected to paid position discussion
2. JMAC chair was invited by the Faculty Senate Chair and SEC to provide some updates from JMAC in 2018-2019. They requested that information be shared out with JMAC re: concern about name of Visiting Artist/Scholar of Color grant. It was brought to JMAC in late spring 2019, and the committee began to work on it. However, we couldn't finalize our feedback due to limited time in 2018-2019. We continued to discuss the Visiting Scholar/Artist of Color grant title this year. We reviewed its call for proposal including (a) goals, (b) program description, (c) award information, (d) eligibility information, and (e) proposal preparation and submission instructions. See Appendix A: A Feedback Letter, which was submitted to the chair of SEC, Natalie Eschenbaum.
3. We formed a subcommittee of the JMAC bylaws (Tisha, Will, Uttara & Nizam). They updated the bylaws (updated titles of Nizam and Barbara as well as adding Antoiwana as an ex-officio member). The committee reviewed and approved them. See Appendix B: Updated Bylaws.
4. We formed a subcommittee of the 2020 Social Justice Week (Christine, Yeonka & Yuko). We submitted our proposal, "Perspectives on SEI at UWL: Is this tool a valuable service or an ineffective relic?", which was accepted. Our presentation was scheduled on Tuesday April 7, 2020 from 2:30-3:45pm. However, due to COVID-19, the 2020 Social Justice Week was canceled until further notice.
5. We formed a subcommittee of the Student Evaluation of Instruction (SEI) (Tisha, Will). The subcommittee and SEI committee communicated to get updates and exchanged ideas. We invited Jennifer Klein (Chair SEI Committee), Alder Yu (SEI Committee Member), and Nabamita Dutta (SEI Committee Member) to our meeting. They shared updates from their committee, including UWL's purpose of SEIs, faculty senate purpose of SEIs, findings, and recommendations. JMAC shared the following feedback and suggestions to the SEI members:
 - a. Educate students on what SEI's are and the impact they have
 - b. Maybe include information re: gender/racial biases of SEIs in FYS

- c. Midterm chats – with someone who is trained (like a CATL member but folks not tied to our evaluation or department) to come into the classroom but folks not tied to your evaluation or department – The report would be given to instructor to make changes if necessary.
 - d. Would all students feel comfortable in expressing their concerns?
 - e. Focus Group conversations
6. Antoiwana updated JMAC on the Student Association/Aid Discussion.
 - a. Sita is a UWL student representative and attended an all reps meeting with UW System Schools.
 - b. Each UW campus handles this differently. Student Association is considered Financial Aid and paid through a stipend. Student Association does not take direction from UWL, but it takes direction from System. They are separate from the institution. UWL Financial Aid is on board and supportive.
 - c. Due to COVID-19, this item is currently tabled. We will review this item in 2020-2021.
7. 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. Below is a list of specific recommendations.
 - Follow up with the diversity training module as needed. Communicate with the Equity Liaisons to get their feedback on the module.
 - Consider recommending to set a meeting 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 are so many people on the Committee.
 - Other recommendations from OMSS for JMAC: There's always the issue of outstanding balances of students of color and undocumented students and that they 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.
 - Continue to collaborate with the SEI committee so that SEIs can be used to offer constructive feedback to improve teaching as needed. We recommend reaching out to Faculty Senate to get a status update on whether the SEI committee shared their results with Department Chairs, Faculty Senate, and the Joint Promotion Committee (JPC).

Appendix A

Visiting Scholar/Artist of Color Grant

March 2020

Feedback from the Joint Multicultural Affairs Committee (JMAC)

- a. The grant was created to bring visibility to artist and scholars of color and bring them to campus. It is imperative to keep the intent with this grant (if an intention of this grant is to bring artists/scholars from this particular group). The artist and scholars who come to campus will have other identities. We do not want to lose the intent. We talked about if there is other language that would be better than “people of color.
- b. We would suggest grant title change name to “Name of former Recipient/Person who started” Grant. We think this will make the grant title general and more inclusive. We can have grant applicants explore grant content (not based on the grant title) to see if this grant fits their needs and have them apply.
- c. We discussed that the grant recipient can list this speaking opportunity however they want on the resume.
- d. According to the guidelines/Request for Proposals (RFP), “All UWL faculty and academic staff are eligible to submit a proposal to bring a qualified individual(s) to visit campus during the academic year...Proposed projects must involve at least one Academic Department and have the support of the Department Chair.” We discussed that academic staff may need more clear directions (e.g., language and process) so they know they are able to apply for this grant. For example, do they have access to their Digital Measures portal? Do they need training on how to use their Digital Measures portal? Is it clear what their academic department is and who their academic department chair is?

Appendix B

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