



Equity in Excellence Steering Committee

SEPTEMBER 24, 2015

9:00 – 10:30 A.M.

SSB 330C

MINUTES

FACILITATOR	Lunden MacDonald
NOTE TAKER	Maggie Schaeffer
ATTENDEES	Lunden MacDonald, Arlene Sgoutas, Esther Rodriguez, Cynthia Nunez, Mark Koester, Greg Sullivan, Perla Gheiler, Ramon Del Castillo, Bridgette Coble, Cristian Solano. Not in attendance: Myron Anderson, Vicki Golich, Winston Grady-Willis

Agenda topics

[TIME ALLOTTED] WELCOME AND INTRODUCTIONS [PRESENTER]

DISCUSSION	Lunden asked Cynthia Nunez if she would co-chair to diversify the leadership. We want to talk about how the committee membership and leadership will be structured going forward with an appropriate rotation schedule. Lunden and Cynthia have plotted a course for how they are going to move forward through the year.	
CONCLUSIONS	The committee will continue to discuss this in future meetings. A schedule for membership rotation will be established.	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Lunden and Cynthia will co-chair		

[TIME ALLOTTED] 2014-2015 FOLLOW-UP/WHERE ARE WE NOW? [PRESENTER]

DISCUSSION	Our report was turned over to the Board of Trustees. In reviewing it, it doesn't cover all of the work we did last year, which was a lot. We are catching up on what we didn't cover in the report.
SEED	<ul style="list-style-type: none"> Seeking Equity and Excellence in Diversity. We don't have a representative here today, but they would like to come and speak to this group after they have had a couple of meetings. It is run by Peggy McIntosh. Last summer, the Provost sent Sandra Posey, Janelle Johnson and Liz Shannon to the SEED Institute. They came back saying it was a transformative experience. They were expected by SEED to bring this work back to campus. We have formed an administrator learning community, with 17 administrators that are meeting monthly, starting today. There isn't a goal of a publication or conference, but rather to make more people sensitive to issues. Myron's office is providing half of the budget and the provost's office half of the budget.
ALANA	<ul style="list-style-type: none"> Proposal for a Multicultural (ALANA) Center. The content is the same as it was the last time we saw this document. The difference is that Mark Potter gave Lisa Grady-Willis a set of regulations developed by the provost. Her proposal now aligns with those guidelines. We are looking at renovating the space. Steve Kreidler says they should have an answer in November. If we can't get the space, what can we use to make this happen? Are we advocates? What can we do to publicly show our support? We were under the impression that there is a process to establish the center and the proposal has to follow a format, which it has. Will the provost be designating this committee to review the proposal, and then will the proposal goe back to the

- provost for official designation of a center? Should it be housed under Myron Anderson? Could he fund it?
- This is part of the strategic plan. There is no process for space. It needs to go to the VP meeting to discuss all of the requests for the space. Steve Kreidler has the authority of who goes into that space.
- This is related to HSI. What does the institution cover regarding base funding, what are the components of soft money funding? HSI is a designation across the institution and becomes penetrated throughout the institution. Once you've reached a Latino student FTE, you are applying for a grant. How do we communicate so everyone has buy-in? A Multicultural Center is for students who need a community. Who is best served? We all have to buy into this and there is the need for training. Everybody is served, everybody benefits, not just Latino students. Title V funds are about enhancing and supporting institutions.
- Should have a business plan and bring somebody here to talk about how this fits with the strategic plan?
- It is well intentioned, but is exclusive if it just focuses on minorities. Where we are with race right now, it makes something like this contentious.
- We need a communication plan – what is the purpose? Helping students advocate and create networks. This center helps that advocacy and network approach.
- Should we do the due diligence to put together a business plan and budget? How much is it going to cost to start up and maintain?

Inclusive Excellence Shield

- Is up on the website and there was a story in *The Daily*. We received three applications, two from Melissa Cermak.
- The date on website wrong.
- Since initial story came out in *The Daily*, we haven't had another application. Can we have a follow up story?

Princeton/MSUD Denver race prize

- Lunden serves on Alumni Association for Princeton where they award a prize to a high school student in the area who has made a significant contribution in their high school or community. The winner is chosen from all of the proposals. It is sponsored by Princeton.
- What if we had genius tables where we sit around and have a problem to solve? We could combine our efforts with Princeton.
- Lunden talked with Vicki and Myron, and they both agreed to put up \$5,000 each so we have a \$10,000 prize. We gave students the problem: Equity Excellence and asked that they come to the table with an idea on how to solve it. They have to have a faculty sponsor from their high school. It combines high school, college and the community. The best solution to the problem wins \$10,000 and that money goes to solve the problem. It goes to their school or community.
- Esther has two grants to run after school programs in 9 Denver schools. 7 of those are high need schools that are Title I eligible. 2 are elementary and 7 middle and high schools.
- We could get a lot of positive publicity for this effort. Follow up to see how many students get into college due to this. Do a story about the process and how the kids are doing and put on our website.
- What are the budget restrictions?

Scorecard

- Put off until a future meeting.

CONCLUSIONS

ALANA:

- We need a better understanding of where it's at.
- We could start the dialogue via email. It is to our advantage to adopt this.
- We need to lobby with whomever we need to.
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ACTION ITEMS

ALANA:

- After our next meeting, or if we are asked by the Provost, we will formally review the ALANA proposal and make recommendations to the provost.

Lunden will follow up with the provost to see where the proposal is in the approval process. How does it align with HSI, the strategic plan, retention, and recruitment?

- For the next meeting, invite Lisa Grady-Willis and Cathy Lucas to talk about it. Perla will reach out to the person at DU who started the center for multicultural excellence.

Inclusive Excellence Shield

- Lunden will correct the date on the website.
- Perla, Greg and Cristian will review the applications for The Shield.

Princeton/MSUD Denver race prize

- Esther is going to put this on the table of all 7 schools.
- Lunden would like to get this out within a month.

PERSON RESPONSIBLE

Lunden will reach out to arrange this.

Lunden, Perla, et al.

All committee members will send comments on Princeton/MSU Denver race prize by October 2.

DEADLINE

ASAP

