



# Equity in Excellence Steering Committee Retreat

MAY 19, 2016

9:00 TO 11:00 A.M.

SSB 330C

## MINUTES

<b>FACILITATOR</b>	Lunden MacDonald and Arlene Sgoutas
<b>NOTE TAKER</b>	Maggie Schaeffer
<b>ATTENDEES</b>	Vicki Golich, Lunden MacDonald, Arlene Sgoutas, Bridgette Coble, Esther Rodriguez, Winston Grady-Willis, Perla Gheiler, Mark Koester, Cristian Solano

### Agenda topics

[TIME ALLOTTED]

UPDATES - SEED

LUNDEN MACDONALD

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>Both internal candidates, David Beckwith and Deborah Horan, were put forward and both accepted to the national program. Last year's participants were so enthusiastic about their experience at SEED, they want to do again. They will facilitate a Faculty Learning Community for professors teaching in FYS. Hope faculty can take back to our first-year students.</li> </ul>	
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

[TIME ALLOTTED]

UPDATES - ALANA

VICKI GOLICH

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>Vicki brought the proposal to the VP group. They are very positive about it and want to see it happen.</li> <li>There are issues of cost and space. Sean Nesbitt and Steve Kreidler are to find space. The President doesn't want to use the Center for Innovation space. One proposal is to possibly have a tri-institutional entity and use the Multicultural Lounge in the Tivoli. The former alumni space in the SSB is a short-term possibility. Not ideal for students to find it, but it's there.</li> <li>We are moving forward and one of the reasons we haven't done so, to date, as a separate entity, is it was imbedded in the HSI proposal.</li> <li>The AES Bldg. may relieve some space. Ideal option is to have ALANA in the SSB. Perhaps the administrative offices in the wing on the 3<sup>rd</sup> floor could move down and create space near the elevator so that students could come out of the elevator and arrive directly at services. Perhaps 324.</li> <li>One question about the CFI space, is it big enough?</li> <li>I think Mark and Braelin are talking about who will oversee. As it is an identity center, it will most likely report to Braelin.</li> <li>If you want to provide insight, it's early and open to conversation. It needs to be organized like other identity centers. If we want to produce curriculum and a minor, it makes sense to have in Mark's area. We can't produce curriculum.</li> <li>We are looking for space for students to gather that is welcoming. Curriculum part could come later.</li> <li>There is concern about the name being exclusive. Is there a different way we could identify?</li> <li>If we get ALANA done, it's just a matter of supporting it, and we can move on to another activity.</li> </ul>	
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

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[TIME ALLOTTED]                      UPDATES - EQUITY SOLUTIONS PARTNERSHIP GRANT                      LUNDEN MACDONALD/ESTHER RODRIGUEZ

<b>DISCUSSION</b>		
<ul style="list-style-type: none"> <li>Lincoln High School won that grant. Esther and Lunden had the most wonderful experience with the students there. It's going to be a really great project. Everything is in place. They are going to work over the summer. It is a \$10,000 grant.</li> <li>Esther reported that at tomorrow's CUE event, in the AHEC Event Center, you can meet some of the winning students. Other news from CUE: There are 10 -11 students who will do their showcase. The students are from 7 Denver schools, including Abraham Lincoln. They will then break up into groups, each going to a sequence of departments. MSU Denver students will be talking to them. They will have lunch in the 9<sup>th</sup> Street Park.</li> <li>They will be awarding them with 21<sup>st</sup> Century College Readiness Scholarships. Many students are asset students. The battle nationally is to get these students counted and then have an argument for PELL.</li> <li>Elementary students and their families are coming next week.</li> <li>Perla reported that we did an event last year with Girls Inc. and have expanded the program to 6 weeks, beginning June 6<sup>th</sup> and all about STEM. All are girls of color, and they interviewed for this opportunity. It is a two summer program. This summer is "Building a Great City" and they will look at things like transportation and energy. Will have panels, speakers, and on Fridays, will do a field trip. They have to build a model of what a great city looks like. 40 girls coming.</li> <li>Esther reported that we have two 9<sup>th</sup> Grade College Readiness Camps in June and July, with 160 kids.</li> </ul>		
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

[TIME ALLOTTED]                      NEW EQUITY IN EXCELLENCE CHARGE                      VICKI GOLICH

<b>DISCUSSION</b>		
<ul style="list-style-type: none"> <li>Dr. Golich distributed a Memo on the Charge for Equity in Excellence for 2016 through 2020.</li> <li>When we started, the 3<sup>rd</sup> Equity Scorecard Report had just been released, and limited us to picking only two underrepresented populations. It was intended to open the door, as there are other unrepresented populations that need support. There is a lot of imbedded racism and homophobic attitudes that still exist, as well as gender bias. Higher Ed was first designed by smart rich white guys for smart rich white guys. We want to change this, we want MSU Denver to be different and that we manifest those structural issues.</li> <li>The charge is to change the structure and culture. This new charge will help give us direction in collaborating with partners. The time frame is in line with the University's Strategic Plan.</li> <li>Lunden distributed compiled worksheet responses to the committee.</li> <li>Diversity Hiring. Everything in the budget is on hold right now. Vicki was at a conference recently, where they were talking about strategies for diverse hiring and retention. As simple as a parental leave policy, should help us with all staff. What can we do to me a more employee friendly campus? Vicki has worked with Luis, Percy and Loretta completely revising the TOP and FRIP documents so that the language we have is intentionally embedded in both documents that we want faculty and staff to reflect our student population. We added a non-represented population. The FRIP (Faculty Recruitment Incentive Program) document has a stipend of up to \$20,000.</li> <li>What are our needs in businesses and industry? A retention strategy is to have role models in the class and with our staff. When we look at the research of business and industry, they talk about where they need diversity like in early childhood education. Look at what business and industry are saying and bring that back to campus.</li> <li>We have to line up with the federal government.</li> <li>Equity in Excellence will be a resource committee. What are some things to be thinking about? Terms of retention of faculty and staff. Is there an exit interview? Yes, but it was done haphazardly in the past. It is an HR responsibility. With new leadership there, we can make recommendations. Look at trend data; how many leave, who is leaving, and then couple with qualitative data. Biggest group of turnover is staff.</li> <li>Who do we work with and what kind of data do we need? Could structure subcommittees under these 5 points. Working with ALANA. How does Equity in Excellence cross over with Myron's office and HSI?</li> <li>The website hasn't been updated. Perhaps we can get people from this team to establish committee goals and then update website.</li> </ul>		
<b>CONCLUSIONS</b>		

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

[TIME ALLOTTED] DEFINE COMMITTEE STRUCTURE VICKI GOLICH

DISCUSSION	<ul style="list-style-type: none"> <li>What offices on campus need to be involved in this process? We had discussed the larger committee being a steering committee and then the smaller committees address each issue. Who needs to be represented on larger steering committee?</li> </ul>
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CONCLUSIONS	
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

[TIME ALLOTTED] COMPOSITION OF COMMITTEE VICKI GOLICH/ALL

DISCUSSION	
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	<ul style="list-style-type: none"> <li>A new structure will be established for the committee. The steering committee will remain in place, and its composition will be evaluated in the fall. It will consist of past Equity in Excellence committee members and one representative from each school or college, preferably Deans. There will be four subcommittees (detailed below). One member of each subcommittee will serve as the liaison delegate to the steering committee in order to ensure good communication.</li> <li>Data collection and action research             <ul style="list-style-type: none"> <li>Chicana/o studies</li> <li>Sociology</li> <li>Native American Studies</li> <li>Team DELTA</li> <li>FYS Equity Program Coordinator</li> <li>Academic Advising</li> <li>Financial Aid</li> <li>Admissions</li> <li>Student Representative</li> </ul> </li> <li>Diversity hiring/retention             <ul style="list-style-type: none"> <li>HR</li> <li>EOO</li> <li>Faculty Senate Diversity Committee</li> <li>COA</li> <li>AVP for Faculty Affairs</li> <li>Council of Chairs</li> <li>One student representative</li> <li>MarComm</li> <li>Career Services</li> <li>Student representative</li> </ul> </li> <li>Center Support             <ul style="list-style-type: none"> <li>AVP of Undergraduate Studies</li> <li>Dean of Students</li> <li>FYS</li> <li>SGA</li> <li>UCD representatives—advisory role only</li> <li>Student Academic Success Center</li> <li>Student representative</li> </ul> </li> <li>Events/Programming/education/advocacy/Anti suppression training             <ul style="list-style-type: none"> <li>LGBTQ</li> <li>WMS/IWSS</li> <li>Office of Diversity</li> <li>Center for Faculty Excellence</li> <li>Student representative</li> <li>Do you want individuals/departments that can move these? We will give an orientation to people on the various committees. We will invite them to orientation and then they can decide if they want to participate.</li> <li>Maybe have a team to address communication issues.</li> </ul> </li> <li>Steering Committee</li> </ul>
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The role of the steering subcommittee is to make sure the subcommittees are headed in the right direction. We need representation from the subcommittees on the steering committee, as well as others. We need institutional memory on the steering committee, and will invite past EiE members. We would like one representative from each college/school on the steering committee. Important to institutionalize the entity. Should we include Admin & Finance as a liaison role?

- Cristian was part of commercial MSU Denver did for Telemundo, speaking Spanish and encouraging students to come to MSU Denver. The commercial won an award from the Colorado Broadcasters Association.
- First generation students come with purpose to graduate. 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> generations may be coming to have fun, but first generation don't do that.
- At MSU Denver, you get to live with your family. Our students are smart consumers that want to go to college. Last year we did Ready Set College to raise money for students housing.

**CONCLUSIONS**

**ACTION ITEMS**

**PERSON RESPONSIBLE**

**DEADLINE**

[TIME ALLOTTED]

SUMMER PROJECTS: COMMITTEE GOALS/OUTCOMES AND WEBSITE

VICKI GOLICH/ALL

**DISCUSSION**

- Who is going to do this work this summer? Bridgette and Perla.
- Who is going to chair the steering committee? Lunden and Arlene will continue to co-chair over the summer. They will draft letters that would be the invitation to serve on the committees. Open call if you're interested in submitting your name for co-chair of this committee.
- The first task is to send out the minutes and invitation to move forward. The next step is to do the letter. Then look at goals and outcomes and then invite people saying these are the goals and outcomes for this subcommittee.
- We may want to think of a date/timeframe.
- Invite Estela Bensimon, Director University of Southern California, Center for Urban Education. Have an orientation and guest speaker in September after Labor Day.

**CONCLUSIONS**

**ACTION ITEMS**

**PERSON RESPONSIBLE**

**DEADLINE**

[TIME ALLOTTED]

MEETING DATES FOR NEXT YEAR?

**DISCUSSION**

**CONCLUSIONS**

**ACTION ITEMS**

**PERSON RESPONSIBLE**

**DEADLINE**