



# Equity in Excellence Steering Committee

FEBRUARY 9, 2017

9:00 – 10:30 A.M.

SSB 330C

## MINUTES

<b>FACILITATOR</b>	Lunden MacDonald; Arlene Sgoutas
<b>NOTE TAKER</b>	Maggie Schaeffer
<b>ATTENDEES</b>	Lunden MacDonald, Arlene Sgoutas, Esther Rodriguez, Bridgette Coble, Ramon Del Castillo, Mark Potter, Morgan Swaney, Sandra Haynes, Cynthia Baron

## Agenda topics

[TIME ALLOTTED]

ALANA

CYNTHIA BARON

DISCUSSION		
<ul style="list-style-type: none"> <li>We started meeting monthly in the fall and have met since we've been back from break.</li> <li>We have temporary space in the Tivoli in the CUE space.</li> <li>Cynthia has received furniture donated from the SSB and is trying to make it a welcoming space. She has gotten a group of students together to give feedback what they think is important in that space and what would make it more welcoming.</li> <li>She is going to approach Myron to see if she can get resources for the space.</li> <li>A group of students through HSI is doing a community action art project. One of the student's ideas, in terms of artwork, is to have old pictures of social movements (i.e. the Civil Rights Movement and the Chicano movement).</li> <li>Esther met with Kelly Monaco's community based class, who have adopted HSI as their project. Their first implementation is infrastructure that seems to resonate on ALANA. The broader issue of institutional infrastructure is a proposal to do an art installation in the middle of campus that outlines why HSI could be provocative to get people to ask questions. Should we invite students in that working group to our next advisory meeting to see where they are with that?</li> <li>We've talked about putting up a small flat screen TV to show documentaries or videos.</li> <li>Cynthia put together a calendar of events on campus to compile programs and events around social justice. Last week they had a post-inauguration community dialogue with the Counseling Center. Students and staff came to learn how they can support students. Students want a place to gather and process and find ways to get active. The Counseling Center is focused on how to take care of themselves and handle stress. She has sent this list to student orgs.</li> <li>We need signage for the space. We have had conversations around the name. Most students don't know what ALANA means. Students want a say in what its name is. Cynthia would like to do a survey to determine what they want, what they need, and what they want it to be called. It is important to get students input. Sending information out to students by email.</li> <li>She wants to have a welcoming event in the space. Cynthia wants to contribute the student survey as research.</li> <li>We need cultural competency training. People want training to deal with issues students are experiencing. She has approached Steve Willich and Gail Stanford. They have talked a lot in HSI regarding cultural competency training. We are also talking about this in Undergraduate Studies. There are lots of conversations going on around this and we don't want lots of individualized efforts. In the HSI groups, Myron Anderson, Eric Silva, Josh MacKay, and Matt Makley are looking at the hiring component but also cultural competency training. How do we create training modules? The Diversity Committee is examining practices in the hiring and training piece. Our goal is clear: we want the staff in Undergraduate Studies to reflect the demographics of students.</li> <li>Casa Maya has a model that's student led along with the government and is doing a lot of different kinds of work. It is tri-cultural. Colby and Vinnie, MSU Denver students, have been powerful leaders and have interfaced with the community.</li> <li>Last week we confirmed nominations for student representatives on the advisory board and we have five representatives from unrepresented students.</li> <li>Can we get everyone working on cultural training in the same room? Myron's office should coordinate this. Work with AVPs to determine who is in the group. CSU has a certificate for multicultural training which helps get faculty by-in.</li> </ul>		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

**Equity in Excellence Steering Committee Page 2 of 3**

[TIME ALLOTTED] EQUITY MINDED PEDAGOGY SERIES/EIE WEBSITE: STUDENT WORKER/FUNDING? LUNDEN MACDONALD

<b>DISCUSSION</b>		
<ul style="list-style-type: none"> <li>• Colleen Toomey in FYS is offering another equity minded pedagogy series next week.</li> <li>• The EiE website: we haven't done anything on that yet and will follow-up.</li> </ul>		
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

[TIME ALLOTTED] THE CENTER FOR EQUITY AND STUDENT ACHIEVEMENT (CESA) MARK POTTER

<b>DISCUSSION</b>		
<ul style="list-style-type: none"> <li>• There has been a small reorganization in Undergraduate Studies, where we shut down the office of Student Persistence and are opening CESA. Mark distributed the job description for the director, which dovetails excellently with the work we're doing here. We're moving in some existing programs; Brother2Brother, Immigrant services, and Fostering Success. CESA offers support to underrepresented students including first gen. The director will have to determine what strategies are necessary for having an impact, beyond the programs already moved into this center. It is clear that the work being done here is to close the equity gaps in attainment and will create a positive impact for the university community. We really want the right director to create a space where students are excited to come and find support peer-to-peer and staff-to-peer and that staff will be excited to come here as well. What we as a committee are capable of taking on, this may take on those conversations. CESA will provide a home for EiE.</li> <li>• HSI is trying to identify the portfolio of scholarships and grants for the Latino community. Once those resources come to those students, they need a support system to help them successfully graduate.</li> <li>• What is the next step for this committee in light of the creation of CESA? We've talked about coming up with a mission statement for EiE. Lunden will send Maggie the mission statement. She thinks it accurately captures what we're doing. EiE to become a program of this center. We haven't had the power or resources to do the things we want, but haven't forgotten why we put this group together. We continue to be a discreet place of work around equity. We want to coordinate but not put everything in one basket. EiE is a university-wide initiative. If we put in Undergraduate Studies does it limit the work? EiE serves as an advisory committee.</li> <li>• The Director position for CESA closed on Monday.</li> <li>• Do we want to have a meeting next month? Mark thinks it's a good idea to talk about the path of EiE.</li> <li>• Will look into working on the website and perhaps hire a student to work on it.</li> <li>• The inquiry work is a great deal of work. How do we get people on board to do the work? Do a mini-grant and put out a solicitation on some key things. This group could provide oversight. Set up as part of EiE as either an annual program, over a period of time to be able to address 2 or 3 priority issues.</li> </ul>		
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

[TIME ALLOTTED] THE SHIELD LUNDEN MACDONALD

<b>DISCUSSION</b>		
<ul style="list-style-type: none"> <li>• Take The Shield off of the website, as it is very outdated. Maybe wait for the director of CESA to be hired to readdress.</li> </ul>		
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

--	--	--