Diversity & Inclusion Committee
April 1, 2019

☒ Kim Feig, Chair ☐ Laura Gifreda ☐ Monica Latham
☐ Marika Adamek ☒ Stephanie Hunthausen ☒ Jessie Pate
☐ Sandy Bauman ☒ Robyn Kiesling ☒ Virginia Reeves
☒ Therese Collette ☐ Tiffany Kolar
☒ Shannon DeLeo ☒ Amy Kong

1. Social Justice Art Opening, $50 food amount: is this enough?
   a. Increase to $100. Planning to order sandwiches from Jimmy Johns, to be served with
      other snacks.

   a. Signs going up on campus.
   b. Virginia is going to talk to students from Necessary Narratives to confirm. Has 3 or 4
      students tentatively scheduled.
   c. Kris has one student, a little concerned about stigma.
   d. Stephanie will email all TRIO students.

3. 2019 – 2020 Programming Ideas – once planned we need to develop a media sheet that
    narratives our vision for the year with some early programming included.
   a. Kim attended Diversity, Equity, and Student Success Conference from AACU.
      Would like for other members to attend in future. Registration was approx. $500.
      i. One common activity was to provide an award to recognize work in diversity
         and inclusion.
      ii. Want to balance sending people to conferences vs. bringing someone on
          campus for professional development.
   b. Have professional development once per semester during IDD. Would like to split
      cost among other groups on campus.
      i. Option: Mike Jetty for fall to coordinate with other training initiatives on
         campus related to success of and education about American Indians.
      ii. Address important topics so that all employees gain exposure to ideas and
          strategies.
      iii. Need training in facilitating discussions
iv. Want to shift approach in thinking about students’ deficits to appreciating assets
c. Activities related to work of Sufficiency Committee. How can we pick up where they left off?
d. Having conversations about diversity, equity, and social justice.
e. Implicit bias training for employees. Partner with HR.
f. Would like to have consistent participation from a Student Ambassador on committee.
g. Topics around parenthood.
h. Election year in 2020. Possibly have programs related to talking about difficult topics.
i. Get more creative around programming – try to not use monthly national themes. Create opportunities to have open discussions/town hall-type activities responsive to current events.
   i. Poverty
   ii. American Indians
   iii. Parenthood
   iv. Incarceration
   v. Addiction
   vi. Mental Health
   vii. Stereotypes
   viii. Microaggressions
   ix. Age
   x. Include a focus for the year, something to communicate that the topics affect and are influenced by everyone.
   xi. Efforts to promote conversations throughout the month. Including faculty integrating into classroom.
   xii. Host an event similar to “Great Conversations” but just for Helena College.

4. Looking for a theme the tie events together throughout the year. Kim will be sending out a poll.

Next meeting: April 22.