



Diversity Committee

October 30, 2018

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| <input checked="" type="checkbox"/> Kim Feig, Chair | <input checked="" type="checkbox"/> Kristina Kenning | <input checked="" type="checkbox"/> Monica Latham for |
| <input checked="" type="checkbox"/> Marika Adamek | <input checked="" type="checkbox"/> Robyn Kiesling | Stephanie Pung |
| <input type="checkbox"/> Sandy Bauman | <input checked="" type="checkbox"/> Amy Kong | <input checked="" type="checkbox"/> Deb Rapaport |
| <input type="checkbox"/> Hayley Blevins | <input checked="" type="checkbox"/> Jessie Pate | <input type="checkbox"/> Hannah Johnson, ASHC |
| <input type="checkbox"/> Laura Gifreda | | |

- I. **Indian Fry Bread:** Scheduled for 11/14 at Donaldson and 11/27 at Airport Campus. Will be advertised online and with fliers.
 - II. **Mike Jetty:** 11/28 speaking about racist college mascots. Committee votes to pay \$50 honorarium. Marika will contact Mike for a summary of the talk so she can create a flier. She will also ask if we can borrow the tribal flags again.
 - III. **November Displays**
 - a. Robyn is planning to hang the photos from last year's Native Montana exhibit. She will write up a statement explaining the prints' purpose of showing all sides to the Native experience in Montana following the arrival of white settlers.
 - b. Monica will help Kris with the First Gen info in the display case.
 - IV. **First Gen Day:** 11/8, 11:00 -1:00. Students will be invited to design a logo to represent first generation students. On First Gen Day, there will be a vote for the winning logo to be used in future promotional materials and related events. HC, Western, and MSU will be highlighted by OCHE as campuses supporting first gen students by sharing quotes from first generation students. Monica or Stephanie will purchase food on behalf of D&I Committee.
 - V. **Cabinet Update:** D&I Committee has been asked to refine Strategic Goals, Core Themes, etc, as related to diversity.
 - a. Robyn and Amy have volunteered to help Kim on an ad-hoc committee to do this. Kim will work on the first round of edits for the ad-hoc committee to review and present to Cabinet.
 - VI. **Gender Inclusive Restroom:** We have been asked to turn our statement into a proposal.
 - a. We should include which bathrooms we propose to be changed.
 - b. There has been a request to make the urinals more private, possibly with stalls. Concerns about space and accessibility. May also remove urinals.
 - c. Discussion: general concern about comfort and privacy of multi-stall bathrooms, but gender-specific multi-stall bathrooms will still be available. This issue needs to be addressed sooner than the time to construct more private facilities. People
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may feel that traditional facilities are being taken away to create gender-neutral facilities. Committee will need to explain that the facilities are open to everyone, not just gender-nonconforming individuals, much like desegregation of drinking fountains or the addition of wheelchair-accessible stalls in restrooms.

- d. Will need to bring Facilities into the conversation.
- e. Looking for support from all committees on campus. Stephanie will bring to Staff Senate, Kim will take to Faculty Senate, Robyn to ASCH, Amy to Professional Development, Monica to QWL, and Kristina to Safety.

