

Diversity & Inclusion Committee

Strength in Diversity

December 3, 2019

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| <input checked="" type="checkbox"/> Kim Feig, Chair | <input type="checkbox"/> Laura Gifreda | <input type="checkbox"/> Amy Kong |
| <input type="checkbox"/> Marika Adamek | <input type="checkbox"/> Nat Hicks, student rep | <input type="checkbox"/> Monica Latham |
| <input type="checkbox"/> Therese Collette | <input checked="" type="checkbox"/> Stephanie Hunthausen | <input type="checkbox"/> Kathy Mortimore |
| <input checked="" type="checkbox"/> Amber Emmart | <input type="checkbox"/> Robyn Kiesling | <input checked="" type="checkbox"/> Jessie Pate |
| <input type="checkbox"/> Chad Frady, student rep | <input checked="" type="checkbox"/> Angela King | <input checked="" type="checkbox"/> Virginia Reeves |

1. Honorarium fee: vote from \$75 to \$100 on a permanent basis and back date that to Kendra Potter's event. Committee votes yes.
2. Redesign spring semester programming? Yes.
 - a. Stephanie – The People's Supper: Two events: February 19th & April 8th. Organization uses shared meals to hold discussions around different topics. They have a helpful guide to pulling it off. Suggestion to host one, two, or three in the Spring semester.
 - b. Want to have more meaningful programming with higher attendance.
 - c. Might be more effective to tie into institutional efforts and events.
 - d. Intentionally invite specific people or groups of people.
 - e. Plan for one hour of a meal with 10 minutes on either side for setup and cleanup.
3. Kim will send out a Doodle poll for Spring semester meetings.
4. Little Shell panel planned for early March. Would like to have it in the evening, ideally as a Thursdays at Helena College event. Will make sure it doesn't conflict with CTE events.
 - a. Maybe partner on a workplace rights panel with CTE and Disabilities.
5. Kim will work on a Diversity & Inclusion white paper for leadership over the winter break. What do we want to see?
 - a. Need an employee dedicated to diversity and inclusion with a tight job description. Would this committee still exist upon hiring someone? Committee might be able to continue to do programming and campus engagement.
 - b. Leadership to demonstrate commitment to diversity and inclusion in actions.
 - c. Want everyone to feel comfortable talking about things (re: Respect & Responsibility training?)
 - d. Diversity and inclusion should be embedded in every department.
 - e. If we cannot hire someone, how can we compensate chair of this committee, or otherwise ensure time and authority to accomplish the work of the committee? There is currently no policy regarding how much time an employee can or should give to committee work. Would like to come up with options.
6. What to do with display cases? Leave them empty and fill as something comes up. Kim will look into the possibility of sharing the cases with the institution.