

MSU Diversity Council

April 15, 2021

1:30-3:00 pm

WebEx:

<https://montana.webex.com/montana/j.php?MTID=mb70527c28bfac9989a7e46b738fb9e5c>

X	Ariel Donohue- Chair, Senior Diversity and Inclusion Officer	X	Kimberly Anderson- All Staff Council	X	Marianne Brough- Division of Student Success	X	PJ Diamond- Diversity and Inclusion Student Commons
X	Liz Greenfield- Academic Diversity Partner- JJCBE	X	Alison Harmon- Academic Deans	X	Bridget Kevane- Academic Diversity Partner- CLS	X	Kyla Bush- Bobcat Athletics
X	Brennan Reeves- Office of International Programs	X	Bradford Watson- Faculty Senate	X	Michael Lee- Graduate Partnerships		Mayuri Singh – Student Diversity Representative
	Vacant- Associated Students of MSU						
			Other Participants				
X	Eric Wold	X	Alfons Stark	X	Julie Clay	X	Tim Capps
X	Olivia Jakobosky	X	Stephanie Wilson	X	Dean Adams		

I. Welcome

II. Approval of minutes from March 18 meeting

- [Approved unanimously.](#)

III. Informational item: Chosen name program

Guests: Eric Wold, Julie Clay, Alfons Stark, Tim Capps; University Information Technology

- Have had 41 participants since the start of the pilot program in 2016
- Chosen name is a name that an individual wishes to use and be known by throughout their academic and professional careers at MSU campuses.
- Have assembled a project team of UIT reps, DISC, Division of Student Success units, HR; Four-campus effort. Working on scaling the program to be available to students, faculty, and staff through implementation of new Banner 9
- Pilot project website: <https://www.montana.edu/registrar/ChosenName.html>

IV. Informational item: Asian Student Interracial Association (A.S.I.A.)

Guests: Olivia Jakobosky, President of A.S.I.A.; Stephanie Keene, Vice President of A.S.I.A.; Michael Lee, Global Ambassador for A.S.I.A.

- Recently had a meeting and students shared their concerns about anti-AAPI hate
- A.S.I.A. became an official recognized organization Feb 2021. First pan-Asian association at MSU. Space of learning for heritage and non-heritage students. Currently made up of undergrad, graduate students, faculty, staff, community members.
- Shared common issues and concerns, including safety, barriers to reporting, microaggressions
- Shared potential solutions, including communications, training, support services and spaces.
- Discussed reporting mechanisms and areas for improvement; connection with academic offerings; ways offices can support AAPI students.

V. Informational item: Inner Mountain Leadership Program

Guests: Michael Lee and team

- Provided a summary of the IMLP program and this specific team's project on graduate student mentorship to support student success. This program would provide five mentors per grad student to provide support in different areas (academic success, clinical, research, peer support, career/professional development). They are looking for anyone who is interested in getting involved in the program.

VI. Discussion: BIPOC Priority #2

Guest: Dean Adams, Director of Center for Faculty Excellence

- In the past year, CFE has put on several trainings and workshops around racial justice. Topics have included: weaving racial justice into your classroom, Indigenizing your syllabus, connecting with tribal communities, CIMER training, implicit bias in course evaluations, IEFA workshop, MUS teaching scholars on equity-minded pedagogies, Trauma-informed pedagogies and universal design.
- In May, the CFE team will be holding a retreat to plan for the coming year, look at gaps, what they will develop.
- Next year, CFE plans to hold another faculty symposium, can have a group of exemplar faculty at incorporating racial justice in courses. Bystander and microaggression trainings as part of classroom management.
- Teaching enhancement certificate – idea of creating tracks, one for DEI, graduate mentoring, etc.
- Discussed how to build a baseline understanding for faculty around DEI?

VII. Public Comment

- Multicultural graduation celebrations: last week of April, all virtual. Dates on Cats Connect.

Next meeting: May 20th from 1:30-3:00 pm (last meeting of the academic year)