Diversity Council Minutes
February 18, 2015 2-3:30PM CST

Diversity Council members participating:
Bismarck State College: Kari Knudson
Dakota College at Bottineau: Colette Schimetz
Dickinson State University: Jenna Williamson
Lake Region State College: Teresa Tande
Mayville State University: Marcelo Campoverde
Minot State University: Evelyn Klimpel
North Dakota State College of Science: Philip Parnell, Mindi Bessler
North Dakota State University: Kara Gravley-Stack; Jaclynn and Kara will likely share attending these meetings.
Valley City State University: Nadja Johnson, Tisa Mason
Williston State College: Matt Peterson
North Dakota University System: Becky Lamboley, Nancy Green

Approval of Agenda
Motion: To approve.
Moved: Philip Parnell
Second: Evelyn Klimpel
Action: Motion carried.

Council Business
Welcome & Introductions
In summary, each member serves in a different role however each are charged in one way or another with responsibilities pertaining to diversity and social justice. A number of members serve as a chair or liaison to their campus diversity council/committee as well as other related organizations within their campus, local community, and broader.

Chancellor Skogen appointed Becky as chair of this council and emailed his cabinet requesting for each president to identify a representative from their campus to serve as a member. He also selected President Mason as his cabinet’s liaison to the council as well.

Becky did some digging into the history of the council and from what she can tell, it has not been active for the past two-three years. In the past, there has been some funding connected with this council and the Chancellor did put in a request for $100,000 for this council which went forward to the governor and was not funded. Becky will check in with our NDUS accountant to see if there is any funding left out there from when the council was last active – she believes there may be some funding there however she is unaware as to how much this may be.

VCSU – Betty Schumacher was the prior appointee from VCSU and was the last active treasure. She is more than happy to share the information that she has – Becky will follow up.
Review of SBHE Policy 302.4: Councils – Ms. Becky Lamboley
This policy outlines the governance of councils within NDUS, and identifies some of the specifics in terms of what the Diversity Council is charged with – policy review, research, reports and recommendations, etc.

Review of NDUS Procedure 302.4: Campus Diversity Councils/Committees – Ms. Becky Lamboley
The procedure states that NDUS is hoping that each campus has an active diversity council or committee that is active on each campus. The procedure walks through the specifics of what this council shall include and be responsible for.

When Becky was appointed chair, she asked Chancellor Skogen what his charge for the council is. His response was that he would like the council to review current policy and procedure and decide together what we would like our charge to be, then to report back to him.

Discussion was opened regarding the current policy and procedure and what members would like to see.

- Overall, the council agreed that the policy and procedure should be updated (last revisions were made 1999 and 2004, respectively). The council would also like to review the policy and procedure regarding both sets of our populations – students and employees.
- The council would like to review the SBHE strategic plan and align council goals and mission and values statement with the strategic plan.
- Review current campus efforts, specifically looking at the items outlined in the current NDUS policy and items included in the annual reports that were used when the council was last active (Becky will provide the council with a copy of the report template last used). Doing so would help identify current strengths, needs, and opportunities for support.
- Members agree that it is important to consider how we can work together to meet goals, share resources, and achieve things that we would not otherwise be capable of achieving.
- Annual reports, in the past, were synthesized by the council chair and then a summary was provided to the SBHE.
- Funding – in the past campuses each paid dues of $300. Becky will find out if the council has any funding remaining from when last active. In the past, this funding was used for an annual or bi-annual conference. The council agrees that a conference or widespread training is a great need.
- The council would like to review the campus climate survey that was last used and explore possible options for administering an update survey. Doing so would provide information that will aid in focusing the council’s efforts in meeting greatest needs. When the strategic plan for the SBHE was developed, a survey was administered with several open-ended questions relating to diversity. Becky has started analyzing this data and will provide the council with the results.
- Develop materials that can be used and tailored by campus – trainings, tool kits, etc.
- Leverage support for initiatives or bills (such as SB2279).
- Address issues such as:
  - Health insurance currently does not cover contraceptives however it does cover male performance medications. Employee health insurance does not recognize domestic partnership however the student health insurance does.
  - Lactation stations and gender neutral bathrooms – this could be an item that is reviewed each time a building is being built or renovated.
  - Address policy and legal issues that hinder our ability to be inclusive – for example, because neither same sex marriage or domestic partnership are recognized in our state, it has been difficult to recruit LGB students for live-in staff positions because their partner would not be able to live on campus.
• The council would like to explore opportunities to collect additional data related to the diversity of our population – for example, the admissions application currently asks for student’s race (as an elective question), this could be expanded.

Council Direction
See above.

Reports & Updates
HEROS (Higher Education Resource Organization for [Native American] Students)
A brief overview of what HEROS is and some of the efforts that they are currently pursuing. Per Chancellor Skogen, Becky currently serves as the liaison between HEROS and NDUS.

Campus Reports, Institutional Initiatives, & Related Issues
No reports.

Other Business
The council suggested meeting for longer than an hour and a half in the form of a retreat. Becky will email the council to collect more information as to what members would like to be included as agenda items.