President’s Committee on Diversity (PCD) Members

Present: Genine Edem, Graduate Assistant, Linda Duckett, Co-Chair; Mike Fagin, Ex Officio; Jessica Flatequal; Tom Gjersvig; Linda Hanson; Kelly Meier; Ricardo Muggli; Hahn Huy Phan; John Seymour Julie Snow; Betty Young, Co-Chair; Melissa VanWinkle, Ex Officio, Affirmative Action

Absent: Calvin Moultrie; Sunil Kumar Anubolu, Graduate Assistant

Proceedings:

I. Meeting Called to Order. Meeting Agenda Approved.

II. Dr. Young and Dr. Duckett welcomed GA’s and gave an update on the progress.
   - President Davenport is scheduled to meet with the Commission on Diversity on 10-28-08, and he will give his charge for 2008-2009 to us at that time.
   - Members are encouraged to send any agenda items to the chairs one week before each of our regularly scheduled Commission meetings.

III. MSU/Mankato and Jackson State Exchange Program
   - Vice President Fagin reported on this program which is a pilot exchange program between Jackson State and MSU. Student exchange program has been in existence, but an employee exchange between the universities is now underway. The delegate representative will be at MSU November 17-18.
   - Housing for these exchanges is being explored. Members with suggestions should contact Dr. Fagin.
   - Members discussed a community connections program and the possibility of utilizing housing space recently purchased by the university as a meeting place for people to connect.
IV. Diversity Awareness Program- Choose 2!

- The program was presented to the cabinet yesterday by Betty and Kelly.
- Kelly explained the marketing concept highlighting things going on throughout the campus. The intent is to engage and help people become more aware of and engaged in diversity related activities.
  - It is in the planning and implementation stages, some of the brainstorming ideas are:
    1. To promote, develop, tie in and buy in, excited about/not forced to, and to cultivate an inclusive environment
    2. To provide certificates for training and participation for employees and students. They can receive credit for their involvement such as; staff development, credit toward classes/diversity requirements
    3. Utilizing a yearly handout of diversity related activities planned for the year, and/or a planner calendar available for employees and students, possibly including it in an electronic calendar format
- Choose 2 Learn, Choose 2 Engage, Choose 2 Make A Difference advertisement pamphlet was shown to members for input.
  - Linda Hanson asked if the Affirmative Action office could be added to the “For More Information” list on the back of the pamphlet, and Kelly said she would make that change
  - Discussion of possible ways to include activities that may not be planned enough ahead to be added before printing
    1. electronic options were discussed
- General Education requirements were discussed by members as a follow-up to the Choose 2, Diversity Awareness program:
  - Receipt of credits for attending and becoming active in diversity activities on campus
  - Discussion of two credits for participation each year as part of the application of diversity class requirements, the other part of the requirement is theoretical
  - Discussion of Diversity Awareness as a multicultural perspective, and inclusive of all diverse groups/activities including non-racial groups
  - Members discussed the need to consider and be sensitive to the varying needs of nontraditional and on-line students that may have difficulty with the participation or application portion of the requirement
  - Members discussed the possibility of including this in professional development plans for employees

V. Committee Reports and Updates:

- Diversity Grants & Awards:
  - Members discussed the recipients of the awards and grants presenting at the spring diversity education open session. We are
waiting for confirmation back from two of them before adding them to the schedule.

- **Membership**
  - Discussion of the membership document and the rotation of members. The members will be emailed the document submitted to Carol. It is in the revision process in the President’s office.
  - Emails have been sent out to confirm appointments and solidify membership for next year. The PCD membership rotation follows the calendar year or Jan – Dec, making the rotation of members in spring semester.

- **Students**
  - Overall MSU is doing very well in recruiting students from diverse groups to MSU. We are making progress toward our goals in this area.

- **Diversity Summit:**
  - Due to lack of time, this item will be on the next PCD meeting agenda

- **Maverick Alliance:**
  - Due to lack of time, this item will be on the next PCD meeting agenda

VI. **Diversity Activities & Education:**

- **Fall 2008 Diversity Education & Events**
  - 10-24-08, Safe Zone, CSU 201, 1-4
  - 10-25-08, South Asian Night
  - 11-4-08, Culture, Identity, and Diversity – Everyone Has a Story to Value, CSU 201, 1-2
  - 11-15-08, Hmong Culture Day
  - 11-17-08, Diversity You Can Make a Difference, CSU 253, 11-12
  - 11-21-08, Diversity Expo
  - 11-21-08, Institution for Diversity Annual Dinner
  - 11-22-08, Latino College Fair
  - 11-24-08, Nepal Night
  - 12-6-08, African American Affairs Holiday Gala

VII. **Upcoming Meetings for Fall Semester:**

- Oct. 28, 2008   CSU285   10:30am - 11:30am
- Nov. 11, 2008   CSU204   10:30am - 11:30am
- Nov. 25, 2008   CSU204   10:30am - 11:30am
- Dec. 2, 2008    CSU204   10:30am - 11:30am

VIII. **The meeting was adjourned.**
President’s Commission on Diversity
Goals, 2008-2009

Office Space

Diversity Summit for campus community, 2008-2009

Students

- Develop programs to recruit, enroll and retain underrepresented high end students
- Have five Presidential Scholars by 2009-2010

Work on Campus

- Invite departments to attend PCD meetings
- Try to work with department chairs one on one on how their areas can help improve diversity

Work with University Advancement

- To take PCD to “next stage” of PR and marketing
- Website
- calendar

Activities and Projects

- Increase participation in diversity events
- Inclusion of diversity activities
  - As part of work plans/ professional development plans
  - Choose 2
  - Diversity Initiatives

Collaborations

- Work with HR and AA on exit interviews for faculty and staff of color

Membership

- Include Veteran student on PCD?