

Diversity Committee Meeting Minutes

10/17/08

Library Conference Room

Present: Ellen Swaney, Andrew Johnson, Denise Brewer, Jamie Underwood, Jaakko Puisto, Margaret Meggs, Kathy Jaynes

The meeting was called to order by Kathy Jaynes and the minutes of the 4/28/08 meeting were approved.

Under Old Business the committee felt it would be a good idea to include a Northern student on the committee. Kathy sent an e-mail to Kristiny Lorette inviting her to attend or another student if she was unavailable. At the time of this writing, Kristiny expressed an interest in attending the next Diversity Committee meeting. She will be included in future e-mails.

The committee discussed the **MSUN Diversity training**. All agreed that it was important to provide ongoing training as available. Ellen said she would make up two certificates for the two training sessions held today. She will contact Jan Brady regarding possible CEU's.

There was some discussion about the need to provide a **Student Grievance procedure advocate** for Native American students.

OPI Grant Update (Indian Education for All) – Jaakko explained that he was working on several projects including bringing **guest speakers** to campus. He said it would be geared to All Campus personnel with presentations in the Hensler auditorium.

Native American Student Marketing/Speakers/Curriculum & Alumni were discussed in great detail by the committee. Below are the suggestions for Northern:

1. Form a "Stealth Committee" – go all over campus – ask for help, check out signage, see how well you are received, see how approachable people are
2. Native American Freshman Orientation Survival – Think about the "hooks" for NA students to get them involved and to connect with extra-curricular activities
3. Improve the "visual learning" for NA students on campus
4. More visual art around campus – something in each of the buildings – pictures and murals – this is very welcoming to NA students
5. Reinforce the visual experience
6. Bring elders to speak in the classrooms
7. The seasons are of special significance to NA population as it connects them with the balance of life. Everything has a season – stories that connect with the season, seasonal art
8. Symbolism is very important to NA Population
9. A lecture series - once a month

10. Hands on classes – perhaps for Cabin Fever
Possible topics - classes on berry-picking, tanning hides, silversmithing, how to make pemmican, cradleboards, oral traditions, making arrows, how the sun teaches us, spirit of the animal, storytelling
11. Bring in younger American Indian generation to speak – MSUN alums perhaps
12. Faculty exchange with Tribal Colleges
13. Traditional arts offered at Northern? Ask Norton
14. Language course – It was noted that Lloyd Top Sky teaches Cree I and Cree II at Northern
15. Sell sweetgrass and beadwork in the bookstore
16. Reactivate the AISE Society at Northern (American Indian Science & Engineering Society)
17. Get statistical information from Steve J regarding NA students
18. Silent Witness – a means of reporting any incident on campus anonymously – ability to send a report via e-mail anonymously
19. What about a “Climate Survey” at Northern for faculty and staff
20. Freshman Orientation Class (non-credit) was done up until 2 years ago and then stopped? It was discussed that Steve J was interested in starting this up again.
21. Consider offering pow-wow planning for credit.

Ellen explained that we can use Trio \$ for MSUN NA grads to talk to surrounding high schools.

It was suggested that we should expand the pow-wow. Many of the students have families attend – have pictures of the students for the families to see – a great honor to them.

NOTE: People who attended the pow-wow last year still talk about the MSUN **Provost** and **Chancellor**. The families were greatly honored by their attendance and the opportunity to meet them in person.

Give the SUB a facelift for the students so it can truly be a social gathering place for students. Members felt a beautiful outdoor mural scene in the SUB would be a great idea.

New Business was discussed including the Human Rights Advocacy & Globalization Program offered by Columbia University. It was decided that this opportunity wouldn't be feasible for someone from Northern to attend due to the cost and length of time away from campus.

Ellen Swaney provided a variety of information and updates to the committee:

1. suggested the committee meet at least four times each year.
2. explained that **President Gamble** hosts a meeting inviting tribal elders from all tribes once or twice each year to discuss Native American education issues and other concerns
3. reported that there is a Title II Grant available for outreach to low-income schools
4. said that the Indian Law Resources Center is a good place for information on indigenous rights

The meeting was adjourned at 12 Noon.