



| VOTING DAC MEMBERS | | PRESENT |
|---|---------------------------|---------|
| VC for Student Affairs (Co-Chair) | Bruce Schultz | Y |
| Native Student Services | Willy Templeton | Y |
| Multicultural Center & DP Tri-Chair | Andre Thorn | Y |
| Disability Support Services | Karen Andrews | Y |
| Club Council | Johnnie Templeton, Jr. | Y |
| USUAA | Alliana Salangui | N |
| Staff Council | Ryan J. Hill | N |
| Community Campus | Sandy Gravley | Y |
| Faculty Senate | Natasa Masanovic-Courtney | Y |
| | Don Rearden | Y |
| Faculty Senate Diversity Committee Co-Chairs | Gabe Garcia | Y |
| | Jervette Ward | N |
| NON-VOTING DAC MEMBERS | | PRESENT |
| Interim AVC for Alaska Natives & Diversity (Ex-Officio, Co-Chair) | Jeane Breinig | Y |
| HRS Director (Ex-Officio) | Ron Kamahele | Y |
| DP Tri-Chair | Robert Boeckmann | Y |
| DP Tri-Chair | Maria Williams | Y |
| OSA Support | Katie Walter | Y |
| Guest, NSS Transition Advisor & DP Support | Sheila Randazzo | Y |
| Guest, Institutional Research Associate | Brian Brubaker | Y |
| Guest, Associate Professor of Medical Education | Jordan Lewis | Y |
| Guest, Associate Professor of Alaska Native Studies | Beth Leonard | Y |

| 2016/2017 BUDGET | |
|------------------------------|-------------|
| Granted Funding Requests YTD | \$3,920.00 |
| Current Budget | \$14,080.00 |

| APPROVAL OF MINUTES | | | |
|--------------------------------|--------|-------|------------|
| October 2016 Minutes | Yes: 8 | No: 0 | Abstain: 0 |
| October 2016 minutes approved. | | | |

| ACTION ITEMS | RESPONSIBLE |
|--|---------------------------------|
| » Continue subcommittee work and report for DP Tri-Chairs needs to be done by January. | All DAC members |
| » Invite community campus staff to Alaska Native Subcommittee, including Sondra Shaginoff-Stuart, KPC Rural and Native Student Services Coordinator, and Mike Swanson, Mat-Su Student Retention Advisor. | Alaska Native Subcommittee |
| » Check with Dr. Galina Peck, Associate Professor of College Preparatory & Developmental Studies at Mat-Su. | Language Diversity Subcommittee |
| » If interested in joining the Diversity in the Curriculum and Multicultural Post-Docs Subcommittee, contact G. Garcia. | All DAC members |
| » Initiate International Faculty, Staff and Student Subcommittee. | N. Masanovic-Courtney |
| » Review Qualtrics UAA Diversity & Inclusion Action Plan Survey and provide feedback to R. Boeckmann by Monday, November 14. | All DAC members |
| » Complete Doodle Poll for January - May 2017 meeting dates and times. | All DAC members |

ANNOUNCEMENTS

1. S. Gravley: Mat-Su Veterans Day Ceremony - November 11, 12:00 pm.
2. W. Templeton: "Five Year to Hell: Prelude to ANCSA" panel discussion - November 11, 6:00 - 9:00 pm in RH 101. Come learn more about the history of ANCSA and enjoy fry bread (provided by the Camai Room).
3. A. Thorn: Free film screening of *13TH: From Slave to Criminal with One Amendment* documentary - November 16, 5:30 - 7:00 pm in Multicultural Center, RH 106.
4. M. Williams: "Alaska Native Studies Undergraduate Research Symposium" - November 18, 1:00 - 3:00 pm; "Third Annual Giving Thanks Dance Festival: Alaska Native Dance & Potluck" - November 18, 5:30 - 9:00 pm in Cuddy Hall.
5. K. Walter: Student Diversity Awards advertised; deadline for students who would like to apply is Friday, December 9.

**DISCUSSION**

1. Diversity Action & Inclusion Plan Tri-Chairs Report: Update on Focus Groups
 - a. Tri-Chairs visited Mat-Su campus on Thursday, November 10: very good visit and focus group discussion.
 - i. Heard feedback about concerns that often diversity work is supported through a grant or supported by particular student group or passionate faculty, etc. As such, this work is not fully sustainable and is vulnerable to dissolution due to the departure of students, faculty or staff or the sunsetting of grants, etc.
 - b. Tri-Chairs also visited Alaska Native Studies class and had quality conversation; participants provided great recommendations for how to recruit diverse students.
2. Subcommittee Reports:
 - a. Alaska Native Subcommittee
 - i. Leads: Willy Templeton, Dr. Beth Leonard and Dr. Jordan Lewis
 - ii. Members: Dalee Sambo Dorrough, Sharon Lind (faculty members)
 - iii. Jordan Lewis – social science diversity content for med school curriculum
 - iv. Group has met a few times, Oct. 28 was last meeting
 - v. Subcommittee still at brainstorming stage, considering topics such as:
 - a) *Recruitment outreach to rural areas and creating more presence there*
 - b) *Working to have UAA student body, faculty and staff reflect diversity of state population (16% of Alaska residents are Alaska Native)*
 - c) *Developing advisory board for Chancellor*
 - d) *Research component - how does the community benefit from research and how does the researcher benefit from the community?*
 - vi. Subcommittee working on developing short-term & long-term goals, looking at what's actually feasible to accomplish
 - vii. DP Tri-Chairs recommend inviting staff from community campuses to join subcommittee, including Sondra Shaginoff-Stuart, KPC Rural and Native Student Services Coordinator, and Mike Swanson, Mat-Su Student Retention Advisor.
 - b. Alumni Relations Subcommittee
 - i. Lead: Rachel Morse
 - ii. Members: None so far, need DAC member on this subcommittee
 - iii. Rachel out of town; important to keep community campuses included in this subcommittee.
 - c. Community Campuses Subcommittee
 - i. Lead: Sandy Gravely
 - ii. Members: Diane Taylor (KPC), Libby Eufemio (Kodiak), Ana Hinkle (PWSC)
 - iii. Meeting regularly, members finding that community campuses share a lot of the same concerns.
 - iv. Developed a budget so could have tri-chairs visit each campus similar to visit that happened yesterday at the Mat-Su campus.
 - v. Talked about what their portion of the report would look like, what data points are missing, and how to collect missing data.
 - a) *Working to graphically represent where assets are located on each campus. Started formulating lists for each campus.*
 - b) *Fear that assets rely on one or two individuals on each campus.*
 - d. Community Subcommittee
 - i. Lead: Andre Thorn
 - ii. Members: Willy Templeton
 - iii. Subcommittee working with Mayor's Office with respect to "Welcoming Anchorage" events.
 - iv. Participated in community forums that include wide swath of diverse constituents of Anchorage.
 - e. Disability Support Services Subcommittee
 - i. Lead: Karen Andrews
 - ii. Members:
 - iii. Invited student and governor's Council on Disability
 - iv. Subcommittee has had preliminary discussion, discussed following topics:



DISCUSSION

- a) *Why smooth transitions for students from high schools into university is so important*
- b) *Considering what students bring to the table*
- c) *Bringing in the perspective from Deaf culture*
- d) *Creating continuity with community campuses; as students transition from one campus to another, including inter-UA transitioning.*
- e) *Using Council for Advancement Standards in Higher Education standards as guideline for what disability standards should be at any university*
- v. Trying to put together first meeting for week of November 14; planning focus group.
- f. Human Resources Data Subcommittee
 - i. Lead: Ron Kamahele
 - ii. Members:
 - iii. UAA Human Resource Services (HRS) has data going back to 2013, working on cleaning it up (due to a change in how the university coded ethnicity).
 - a) *Intend to be able to answer lots of questions: e.g., diversity of those who applied; diversity among those in certain types of jobs; drill down into colleges, etc. Hopefully will be able to see recruiting trends; how applicants fared in process; see if any patterns emerge.*
 - b) *HRS is collecting data from the new system in the same way but will need to merge the data sets.*
 - c) *Preliminary data from 2013:*
 - Total applicants.....5,333**
 - Hispanic.....5.08%
 - Not Disclosed.....8.16%
 - Two or more4.56%
 - Alaska Native.....1.93%
 - Asian.....2.68%
 - American Indian
 - Not Alaska Native.....0.56%
 - Black or African
 - American.....4.14%
 - Native Hawaiian or
 - Other Pacific Islander...0.69%
 - White.....62.20%
 - iv. UAA should be counting each ethnicity rather than the “two or more ethnicities” category; UAA does on student side of information. UAA has taken steps to change this on the student side, not yet on the faculty/staff side.
 - a) *HR forms are driven by federally reporting for EEO*
 - b) *Can make an effort to give more options, let applicants drill down more*
- g. Language Diversity Subcommittee
 - i. Lead: Tara Smith
 - ii. Members: Gabe Garcia
 - iii. Subcommittee met a few weeks ago, getting to know each other and figure out who should also be a part of it; discussing:
 - a) *Plans to schedule student focus groups/*
 - b) *Challenges of faculty who speak different languages and find English difficult; how students perceive them.*
 - c) *How to keep track of how many languages spoken at UAA.*
 - d) *DP Tri-Chairs recommend group to check with Galina Peck, Associate Professor of College Preparatory & Developmental Studies at Mat-Su: she mentioned in regards to data that Mat-Su has quite a large number of students whose first language or the language spoken at home is Russian; she knows that anecdotally but doesn't have data.*



FUNDING REQUESTS

Chi Alpha Christian Fellowship Meetings (Room Reservations)

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| Requested By: | Chi Alpha Christian Fellowship | | |
| Requested Amt: | \$650.00 | Purpose is to give people an opportunity to learn about Jesus, worship, connect with other students and enjoy themselves while amongst other students. Chi Alpha Christian Fellowship walks closely with UAA diversity goals; they love to celebrate our diversity and learn about different cultures, religions and beliefs. | |
| Motion to Approve Amt: | \$250.00 | | |
| VOTE: Yes: 6 | No: 1 | | |
| Motion is approved for \$250.00 | | | |

Third Annual Giving Thanks Dance Festival

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|---------------------------------|----------------------------|--|--|
| Requested By: | UAA Native Student Council | | |
| Requested Amt: | \$1,250 | Alaska Native dance festival and potluck to celebrate Alaska Native/Native American Heritage Month and Thanksgiving. The festival will include 5 dance groups representing Athabaskan, Yupik, Inupiat, Unangax, and Tlingit Culture. » Would like to point out that this request included faculty awards valued above \$25.00, which is not an allowed use of university funds. | |
| Motion to Approve Amt: | \$700 | | |
| VOTE: Yes: 6 | No: 1 | | |
| Motion is approved for \$700.00 | | | |

UAA International Students Thanksgiving Dinner

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| Requested By: | Multicultural Center | | |
| Requested Amt: | \$1,000.00 | Purpose is to offer a culturally experience to the UAA international student population by providing a traditional American-style Thanksgiving celebration. The dinner will bring together the UAA international student population to help them feel a deeper sense of community and comradery at UAA, and will offer an opportunity to share culture and learning about other global cultures by promoting a share value of global holidays and celebrations. | |
| Motion to Approve Amt: | \$700.00 | | |
| VOTE: Yes: 7 | No: 0 | | |
| Motion is approved for \$700.00 | | | |

KPC's 2016 Celebration of Alaska Native/Native American Heritage Month

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|---------------------------------|--------------------------------------|--|--|
| Requested By: | Kenai Peninsula College/Diane Taylor | | |
| Requested Amt: | \$520.00 | KPC/UAA has a long standing tradition of celebrating the heritage and culture of Alaska Natives and Native Americans. These events at KPC will provide an opportunity to celebrate Alaska Native and Native American Heritage month and to enhance the educational experience for campus constituents. | |
| Motion to Approve Amt: | \$520.00 | | |
| VOTE: Yes: 7 | No: 0 | | |
| Motion is approved for \$520.00 | | | |

Ibram X. Kendi's *Stamped from the Beginning* Book Talk

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| Requested By: | Dr. Jervette R. Ward, UAA English Department | | |
| Requested Amt: | \$1,100.00 | To discuss the book, <i>Stamped from the Beginning: The Definitive History of Racist Ideas in America</i> , with the author and National Book Award Finalist, Dr. Ibram X. Kendi, and open up discussion about how racism is displayed in America today. | |
| Motion to Approve Amt: | \$1,100.00 | | |
| VOTE: Yes: 8 | No: 0 | | |
| Motion is approved for \$1,100.00 | | | |

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| GRANTED THIS MEETING: | \$3,270.00 |
| YTD GRANTED FUNDS: | \$3,920.00 |
| REMAINING BALANCE: | \$14,080.00 |