

# MCE Inclusive Excellence Committee

## Pre- Meeting Agenda

Please complete the pre-meeting review **PRIOR** to the meeting. **Bold** updates, questions, and/or topics you would like to discuss during the meeting. Nicole & Tanya will then move the **bolded** items to the meeting agenda; we hope this will facilitate better discussions!

Date: Tues 02/22/2022

Time: 12:00 PM - 1:00 PM

Location: <https://udenver.zoom.us/j/3819057170>

### PRE-MEETING REVIEW

### UPDATES & INPUT

IEC Sub Committee Reports*	<div><b>Leadership</b><ul style="list-style-type: none"><li>✎ Gender Pronoun Resources<ul style="list-style-type: none"><li>○ <a href="https://www.glsen.org/activity/pronouns-guide-glsen">https://www.glsen.org/activity/pronouns-guide-glsen</a></li><li>○ <a href="https://uwm.edu/lgbtrc/support/gender-pronouns/">https://uwm.edu/lgbtrc/support/gender-pronouns/</a></li><li>○ <a href="https://lgbtq.yale.edu/resources/resources-pronouns">https://lgbtq.yale.edu/resources/resources-pronouns</a></li><li>○ <a href="https://www.thehrcfoundation.org/professional-resources/talking-about-pronouns-in-the-workplace">https://www.thehrcfoundation.org/professional-resources/talking-about-pronouns-in-the-workplace</a></li><li>○ <a href="https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq">https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq</a></li><li>○ <a href="https://www.mypronouns.org/">https://www.mypronouns.org/</a></li><li>○ <a href="https://pronounsday.org/resources">https://pronounsday.org/resources</a></li><li>○ <a href="https://apastyle.apa.org/style-grammar-guidelines/bias-free-language/gender">https://apastyle.apa.org/style-grammar-guidelines/bias-free-language/gender</a></li></ul></li></ul></div> <div><b>Chomp &amp; Chat</b><ul style="list-style-type: none"><li>✎ Spring Chomp &amp; Chat - <b>Still in Planning Process</b><ul style="list-style-type: none"><li>✎ Date: Tuesday, March 15th: 12pm to 1pm</li><li>✎ Topic: <i>Fostering Curiosity around Art and Music</i></li><li>✎ Ideas: To embed in these themes: (Curiosity, Communication)</li><li>✎ Activity #1/#2 – Music/Poetry Examples and Discussions<ul style="list-style-type: none"><li>■ Videos with Reflective Prompts<ul style="list-style-type: none"><li>● <a href="https://www.ted.com/watch/ted-ed">https://www.ted.com/watch/ted-ed</a></li><li>● Prompts TBD</li></ul></li><li>■ Music as a Language:<ul style="list-style-type: none"><li>● <a href="https://ed.ted.com/lessons/victor-wooten-music-as-a-language">https://ed.ted.com/lessons/victor-wooten-music-as-a-language</a></li></ul></li><li>■ Poetry with Reflective Prompts<ul style="list-style-type: none"><li><a href="https://www.insidehighered.com/views/2020/05/01/importa">https://www.insidehighered.com/views/2020/05/01/importa</a></li></ul></li></ul></li></ul></li></ul></div>
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[nce-poetry-challenging-times-and-how-teach-students-about-it-opinion](#)

■ Examples of Poetry to use:

- <https://poets.org/poem/remember-0>
- <https://genius.com/Margaret-atwood-you-fit-into-me-annotated>
- <https://www.poetryfoundation.org/poems/47867/facing-it>

■ Adapted from Mud and Ink Teaching, 2021:

- What is the story of the poem? What happens?
- What do you think the speaker is trying to say?
- What is the speaker's attitude toward the subject?
- What big, universal ideas are addressed in the poem?
- What are the most powerful metaphors you see?
- What is the tone at the beginning of the poem, in the middle, at the end? Does the tone shift or change?

### **Lunch & Learn**

☞ Spring Lunch & Learn

☞ Date: April 19th

☞ Possible Ideas

☞ Focus on marginalized groups that would be as lower on the caste hierarchy (e.g. race, immigration, LGBTQIA+, disability)

☞ Suggestions from the community:

☞ Focus on culture in IHE (staff resignations, faculty burnout, student anxiety) - anyone know of Colorado faculty or speakers who are focused on this work?

☞ Film (should be ~60 min or less)

■ How Racism Harms White Americans

<https://edmonton.kanopy.com/product/how-racism-harms-white-americans>

■ Garbage (short film) -

<https://www.cmu.edu/faces/Films/garbage.html>

■ Visible (short film) - <https://www.imdb.com/title/tt4016058/>

○ Speakers

■ Erika Hart: <http://ihartericka.com/about/>

### **Social / Service**

☞ Winter/Spring – Food Bank of the Rockies (postponed to April)

☞ Spring – “Spring Fling” social event

### **Communications**

	<ul style="list-style-type: none"> <li>⌘ Reminder to share any event or other information that you would like included in the Dean's newsletter with the Communications Subcommittee for filtering to Marketing</li> <li>⌘ Reminder about candidate meetings and importance of Outlook RSVPs</li> </ul> <p><b>Assessment &amp; Evaluation</b></p> <ul style="list-style-type: none"> <li>⌘</li> </ul>
Questions for the Deans' Office	<p>Write Your Questions Here:</p> <ul style="list-style-type: none"> <li>⌘</li> </ul>
IEC Procedures	
Deans' Office Updates	<ul style="list-style-type: none"> <li>⌘ DEI Fellow Search Update</li> <li>⌘ DEI Council Meeting Update</li> </ul>

## Meeting Agenda

TOPIC	NOTES
<p>Agenda check-in Time: 1 minute Purpose: Decision Facilitator: Leadership</p>	<ul style="list-style-type: none"> <li>• What changes, if any, should we make to the agenda?</li> <li>• Welcome &amp; Introductions</li> </ul>
<p>IEC Procedures Time: 5 minutes Purpose: Decision Facilitator: Team Members</p>	<ul style="list-style-type: none"> <li>⌘ Gender Pronouns – what are the next steps?</li> </ul>
<p>IEC Sub Committee Programming Time: 30 minutes Purpose: Discussion Facilitator: Team Members</p>	<p><b>2021-22 Programming</b></p> <ul style="list-style-type: none"> <li>⌘ Year goal: hierarchies (minoritization and/or marginalization driven...power/positionality)</li> <li>⌘ Make sure we are thinking about hybrid / remote attendance options</li> <li>⌘ Documenting Processes</li> </ul>

- ⌘ Ex. List of past L&L speakers
- ⌘ 1-pager to give to speaker (audience, expectations)
- ⌘ Increasing Attendance
  - ⌘ Relaunch in Canvas (could that help?)
  - ⌘ More info about events (more marketing / advertising); make the value-add more clear
  - ⌘ Identify speakers, events, etc. at end of year to focus on sharing the information during the following year.
  - ⌘ Incorporate “news blast” / Mini Pedagogy Lessons to invite engagement
    - Dear Abby section
    - Canvas facilitated discussion
  - ⌘ Consider partnering with MCE Marketing team (invite to last meeting of the year)

#### **L&L Speaker Ideas (Tanya)**

- ⌘ Winter L&L – feedback?
- ⌘ Any preferences for Spring from the list above?

#### **C&C Ideas (Clark/Nicole - onsite support)**

- ⌘ Winter C&C – feedback?
- ⌘ Spring ideas?

#### **Social / Service Ideas (Kim)**

#### **Communication Ideas (Stacy)**

- ⌘ Reminder to share any event or other information that you would like included in the Dean’s newsletter with the Communications Subcommittee for filtering to Marketing
- ⌘ Reminder about candidate meetings and importance of Outlook RSVPs

#### **Evaluation (Sam/Sage)**

- ⌘ Share the results of the fall 2021 programming feedback survey?

#### **New Programming Ideas**

- ⌘ What’s one new thing we could start doing next year?
  - ⌘ [CUPA 21](#) - organizing small groups to complete challenges
  - ⌘ Social Events (e.g., happy hours, coffee meet-ups, activity based meet up like painting)

	<ul style="list-style-type: none"> <li>■ Event for New Employees (connect with other new employees, meet existing employees)</li> <li>■ Affinity Groups (e.g. faculty / staff of color, crafts, hobbies)</li> </ul> <p>☞ PD</p> <ul style="list-style-type: none"> <li>■ “News Blast” / Mini Pedagogy Lessons</li> <li>■ Two Minute TED Talks</li> <li>■ Plan activities / messaging for themed months (e.g., Black History Month, AAPI Month, Pride Month, etc.)?</li> </ul>
Deans’ Office Time: 15 minutes Purpose: Discussion Facilitator: Assoc Dean	<p>☞ DEI Fellow Search Update</p> <p>☞ DEI Council Meeting Update</p>
UPCOMING	☞