

MCE Inclusive Excellence Committee

Pre- Meeting Agenda

Please complete the pre-meeting review **PRIOR** to the meeting.

*Please **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 04/26/2022

Time: 12:00 PM - 1:00 PM

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

PRE-MEETING REVIEW UPDATES & INPUT

IEC Procedures	<ul style="list-style-type: none"> • Leadership transition • MCE Spring Retreat • Summer Book Selection • Next year
IEC Sub Committee Report <u>Updates</u> *	<p>Leadership</p> <ul style="list-style-type: none"> • Contacted AD and Dean regarding book club • Potential topics?? --> List book ideas here <ul style="list-style-type: none"> ○ Burnout/boundaries <ul style="list-style-type: none"> ▪ Do Nothing: How to Break Away from Overworking, Overdoing, and Underliving by Celeste Headlee (\$10.99; https://www.amazon.com/Do-Nothing-Overworking-Overdoing-Underliving-ebook/dp/B07TX4NWZ2/ref=tmm_kin_swatch_0?encoding=UTF8&qid=&sr=) ▪ Essentialism: The Disciplined Pursuit of Less by Greg McKeown (\$9.99; https://www.amazon.com/Essentialism-Disciplined-Pursuit-Greg-McKeown-ebook/dp/B00G1J1D28/ref=tmm_kin_swatch_0?encoding=UTF8&qid=&sr=) ▪ Laziness Does Not Exist by Devon Price (\$13.99 ; https://www.amazon.com/Laziness-Does-Not-Exist/dp/B08D3Z8S5B/ref=sr_1_1?keywords=laziness+does+not+exist&qid=1650920976&srefix=laziness%2Caps%2C135&sr=8-1) ▪ Set Boundaries, Find Peace (\$1.99, https://www.amazon.com/Set-Boundaries-Find-Peace-

[Reclaiming/dp/B08MWS22YT/ref=sr_1_1?keywords=set+boundaries+find+peace&qid=1650920893&s=audible&prefix=set+boun%2Caudible%2C94&sr=1-1](https://www.amazon.com/Reclaiming/dp/B08MWS22YT/ref=sr_1_1?keywords=set+boundaries+find+peace&qid=1650920893&s=audible&prefix=set+boun%2Caudible%2C94&sr=1-1))

○ Communication

- You're Not Listening: What You're Missing and Why It Matters by Kate Murphy (\$10.99;
https://www.amazon.com/Youre-Not-Listening-Missing-Matters-ebook/dp/B07RYGHKND/ref=tmm_kin_swatch_0?encoding=UTF8&qid=&sr=1)
- We Need to Talk: How to Have Conversations That Matter by Celeste Headlee (\$12.99;
https://www.amazon.com/We-Need-Talk-Conversations-Matter-ebook/dp/B01NAID961/ref=tmm_kin_swatch_0?encoding=UTF8&qid=&sr=1)
- The Lost Art of Listening by Michael P. Nicols and Martha P. Straus (\$9.99;
https://www.amazon.com/Lost-Art-Listening-Third-Relationships/dp/1462542743/ref=sr_1_2?crid=2Q46FLUIWAU0N&dchild=1&keywords=the+lost+art+of+listening+by+michael+p+nichols&qid=1614643415&prefix=nichols%2C+lost%2Caps%2C195&sr=8-2)

○ Job crafting

- Awakening Compassion at Work: The Quiet Power That Elevates People and Organizations by Monica Worline & Jane E. Dutton (\$12.99;
https://www.amazon.com/Awakening-Compassion-Work-Elevates-Organizations-ebook/dp/B01LYKB8I4/ref=tmm_kin_swatch_0?encoding=UTF8&qid=1650912699&sr=8-2)
- Drive: The Surprising Truth About What Motivates Us by Daniel H. Pink (\$12.99;
https://www.amazon.com/Drive-Surprising-Truth-About-Motivates-ebook/dp/B004P1JDJO/ref=tmm_kin_swatch_0?encoding=UTF8&qid=&sr=1)

○ Other DEI

- Crying in H Mart by Michelle Zauner (\$13.99;
https://www.amazon.com/Crying-H-Mart-Memoir/dp/B08FMVVQGF/ref=sr_1_1?keywords=crying+in+h+mart&qid=1650920706&prefix=crying+%2Caps%2C106&sr=8-1)
- Goodbye, Again: Essays, Reflections, and Illustrations by Jonny Sun (\$12.99;

https://www.amazon.com/Goodbye-Again-Essays/dp/B07X1LGXH8/ref=sr_1_1?crid=1HKHWC GECWX1L&keywords=goodbye+again&qid=1650921279&s=audible&sprefix=goodbye+again%2Caudible%2C98&sr=1-1)

- Minor Feelings by Cathy Park Hong (\$13.99; https://www.amazon.com/Minor-Feelings-Asian-American-Reckoning/dp/B084RL6LR3/ref=sr_1_1?keywords=minor+feelings&qid=1650921398&s=audible&sprefix=minor+fee%2Caudible%2C97&sr=1-1)
- We Gon' Be Alright by Jeff Chang (\$10.99; https://www.amazon.com/We-Gon-Be-Alright-Resegregation/dp/0312429487/ref=sr_1_1?crid=1KNUF2Q4WMX1Z&keywords=we+gon+be+alright+book&qid=1650921803&sprefix=we+gon+be+alright+book%2Caps%2C87&sr=8-1)
- All Boys Aren't Blue: A Memoir-Manifesto by George M. Johnson (\$10.99; https://www.amazon.com/All-Boys-Arent-Blue-Memoir-Manifesto/dp/B083QPKMQH/ref=sr_1_1?keywords=all+boys+aren%27t+blue&qid=1650921533&s=audible&sprefix=all+bo%2Caudible%2C95&sr=1-1)
- Disability Visibility by Alice Wong (\$11.99; https://www.amazon.com/Disability-Visibility-First-Person-Twenty-First-Unabridged/dp/B085VHKMBG/ref=sr_1_1?keywords=disability+visibility&qid=1650921730&s=audible&sprefix=disability+%2Caudible%2C90&sr=1-1)
- My Broken Language- A Memoir (\$13.99; https://www.amazon.com/Broken-Language-Quiara-Alegre%3C%ADa-Hudes/dp/0399590064/ref=asc_df_0399590064/?tag=hyprod-20&linkCode=df0&hvadid=532324293313&hvpos=&hvnetw=g&hvrand=2808209825768912225&hvpo ne=&hvptwo=&hvqmt=&hvdev=c&hvdvcmdl=&hvlocint=&hvlocphy=9028763&hvtargid=pla-1437001236937&psc=1)
- Black on Both Sides (\$14.15; <https://www.amazon.com/dp/1517901731?tag=fivebooks001-20>)
- Together by Vivek Murthy (10.99; https://www.amazon.com/Together-Connection-Performance-Greater-Happiness/dp/0062913298/ref=sr_1_1?crid=1P9H3)

[SGNOR1PE&keywords=together+vivek+murthy&qid=1650997407&s=books&sprefix=together+v%2Cstripbooks%2C149&sr=1-1](https://sgnor1pe&keywords=together+vivek+murthy&qid=1650997407&s=books&sprefix=together+v%2Cstripbooks%2C149&sr=1-1))

- The Inner Work of Racial Justice by Rhonda V. McGee (

Chomp & Chat Recap

4/12: “Beating Burnout and Blockbuster Hits”

Lunch & Learn

- ☞ Spring Lunch & Learn
 - ☞ Date: May 17th from 11:30am to 12:50pm
 - ☞ Danielle Gardener

Social / Service

- ☞ Winter/Spring – Food Bank of the Rockies- Scheduled from 1-4, Friday, May 6th
- ☞ Spring – “Spring Fling” social event

Communications

- ☞ 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 (Can we organize the RSVPs in a different way?)- A Google Document, so we can share the responsibilities.

Assessment & Evaluation

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Questions for the
Deans’ Office

Write Your Questions Here:

- ☞ ODEI Fellow relationship / participation in IEC

Deans’ Office Updates

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Meeting Agenda

TOPIC	NOTES
Agenda check-in Time: 1 minute Purpose: Decision Facilitator: Leadership	<ul style="list-style-type: none"> • What changes, if any, should we make to the agenda? • Welcome & Introductions
IEC Procedures Time: 35 minutes Purpose: Decision Facilitator: Team Members	<ul style="list-style-type: none"> • Leadership for next year – nominations? <ul style="list-style-type: none"> ○ Ideally, IEC is led by both a faculty and staff members • Summer Book Selection <ul style="list-style-type: none"> ○ Main topics? ○ Next Steps • Spring MCE Retreat <ul style="list-style-type: none"> ○ Activities? • Next Year! --> Wait until the retreat and then prioritize <ul style="list-style-type: none"> ○ What's one new thing we could start doing next year? <ul style="list-style-type: none"> ▪ CUPA 21 - organizing small groups to complete challenges ▪ Social Events (e.g., happy hours, coffee meet-ups, activity based meet up like painting) ▪ Event for New Employees (connect with other new employees, meet existing employees) ▪ Affinity Groups (e.g. faculty / staff of color, crafts, hobbies) ○ PD <ul style="list-style-type: none"> ▪ "News Blast" / Mini Pedagogy Lessons ▪ Two Minute TED Talks ▪ Plan activities / messaging for themed months (e.g., Black History Month, AAPI Month, Pride Month, etc.)? ○ Things to Consider: <ul style="list-style-type: none"> ▪ Make sure we are thinking about hybrid / remote attendance options ▪ Documenting Processes (Ex. List of past L&L speakers; 1-pager to give to speaker re: audience, expectations) ○ Increasing Attendance <ul style="list-style-type: none"> ▪ Relaunch in Canvas

	<ul style="list-style-type: none"> ▪ 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 <ul style="list-style-type: none"> • Dear Abby section • Canvas facilitated discussion ▪ Consider partnering with MCE Marketing team (invite to last meeting of the year) ○ Follow up with ODEI for opportunities <ul style="list-style-type: none"> ▪ ODEI Grant - https://www.du.edu/equity/news/odei-announces-funding-programming-and-learning-about-antiracism ○ Exploring funding options --> Any ideas for how we might increase the IEC budget (e.g., grants, etc.)?
IEC Sub Committee Programming Time: 30 minutes Purpose: Discussion Facilitator: Team Members	<p>2021-22 Programming</p> <p>€ Year goal: hierarchies (minoritization and/or marginalization driven...power/positionality)</p> <p>L&L Speaker Ideas (Tanya)</p> <p>€ Spring L&L – Planned!</p> <p>C&C Ideas (Clark/Nicole - onsite support)</p> <p>€ Planning for next year</p> <p>Social / Service Ideas (Kim)</p> <ul style="list-style-type: none"> • How might social events build community? <p>Communication Ideas (Stacy)</p> <p>€ Discussion about IEC role in candidate interviews</p> <p>Evaluation (Sam/Sage)</p> <ul style="list-style-type: none"> • Winter 2022 programming feedback survey?
Deans’ Office Time: 10 minutes Purpose: Discussion Facilitator: Assoc Dean	€
UPCOMING	€