

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 05/24/2022

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• Spring MCE Retreat Debrief• Summer Book Selection• Next year
IEC Sub Committee Report <u>Updates</u> *	Leadership <ul style="list-style-type: none">• Summer Book Selection<ul style="list-style-type: none">○ Theme – Job Crafting (close second: boundaries)○ Book Suggestions (add more suggestions here)<ul style="list-style-type: none">▪ https://denveru-my.sharepoint.com/:x:/r/personal/nicole_holland_du_edu/_layouts/15/Doc.aspx?sourcedoc=%7B777E4381-071B-4A7C-AD88-2353BFE8323E%7D&file=Themes%20and%20books%202022.xlsx&action=default&mobileredirect=true▪ Job crafting<ul style="list-style-type: none">• 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=8-2)▪ Burnout/boundaries

- 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=\)](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=\)](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&prefix=lazin%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)

○ Other Media

▪ Journal Articles

- <https://psycnet.apa.org/record/2013-09159-001>
- https://www.researchgate.net/profile/Justin-Berg-4/publication/266094577_What_is_Job_Crafting_and_Why_Does_It_Matter/links/542a720d0cf27e39fa8e925c/What-is-Job-Crafting-and-Why-Does-It-Matter.pdf

▪ Videos

- <https://www.youtube.com/watch?v=h71mDMaVJc>

▪ Podcasts

Chomp & Chat

- When do we schedule the dates for C&C and L&L for next year?

Lunch & Learn

- € Spring Lunch & Learn Recap: Dr. Danni Gardner

Social / Service

- € Spring Service Project Recap: Food Bank of the Rockies
- € Thank you all for coming and supporting this event. How might we get more people in the future?

Communications

	<p>⌘ 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</p> <p>⌘ 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.</p> <p>Assessment & Evaluation</p> <p>⌘</p>
Questions for the Deans' Office	Write Your Questions Here:
Deans' Office Updates	<p>⌘ DEI Fellow Update</p> <p>⌘ Discussion: Feedback from IEC for new Dean</p>

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 <ul style="list-style-type: none"> ○ Kelly Gentry ○ Becca Breen
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 • Spring MCE Retreat <ul style="list-style-type: none"> ○ Any feedback to share? • Summer Book Selection <ul style="list-style-type: none"> ○ Next Steps • New for Next Year! <ul style="list-style-type: none"> ○ 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)
- Event for New Employees (connect with other new employees, meet existing employees)
- Affinity Groups (e.g. faculty / staff of color, crafts, hobbies)
- Connecting with other DEI groups at MCE and DU (information sharing, learning from these groups)
- Rebuilding community should be centered in all our programming.
- **Professional Development**
 - “News Blast” / Mini Pedagogy Lessons
 - Plan activities / messaging for themed months (e.g., Black History Month, AAPI Month, Pride Month, etc.)?
- **Things to Consider**
 - 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**
 - Relaunch in Canvas
 - 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)
- Exploring funding options --> Any ideas for how we might increase the IEC budget (e.g., grants, etc.)?
 - ODEI Grant - <https://www.du.edu/equity/news/odei-announces-funding-programming-and-learning-about-antiracism>

<p>IEC Sub Committee Programming Time: 30 minutes Purpose: Discussion Facilitator: Team Members</p>	<p>L&L Speaker Ideas (Tanya)</p> <ul style="list-style-type: none"> • Planning for next year <p>C&C Ideas (Clark/Nicole - onsite support)</p> <ul style="list-style-type: none"> ⌘ Planning for next year <p>Social / Service Ideas (Kim)</p> <ul style="list-style-type: none"> ⌘ How might social events build community? <p>Communication Ideas (Stacy)</p> <ul style="list-style-type: none"> ⌘ Discussion about IEC role in candidate interviews <p>Evaluation (Sam/Sage)</p> <ul style="list-style-type: none"> • Spring 2022 programming feedback survey?
<p>Deans' Office Time: 10 minutes Purpose: Discussion Facilitator: Assoc Dean</p>	<ul style="list-style-type: none"> ⌘ Feedback for New Dean
<p>UPCOMING</p>	