CEHSP Unit Change Team (Social Justice Action Coalition)
Report of Action Items
May 2011

List of members
Evie Campbell-Social Work    Lea Carr-AILRC
Kathy Dowell-Psychology     Shannon Godsey – CSD
Ron Haglund, OEE, ISD #709, Community Partner Janelle Herry-Student, CCT
Chang’aa Mweti-Education Helen Mongan-Rallis-Education, CCT
Jennifer Niemi-Eni-gikendaasoyang, CCT Lori Sanchez, Facilities
Elizabeth Olson/Tom Albright, CHUM/Lifehouse, Community Partner
Paula Pedersen, Psychology, CCT, Unit Change Team Chair Mark Zmudy-HPER

Action Item Recommendations

1. **Item**: Create an interdisciplinary **Social Justice Minor** - Collaboration between CEHSP and CLA
   **Outcome**: Minor will exist as an option for all students created from existing offerings in both colleges

2. **Item**: **Training for CEHSP administration, faculty and staff** on issues of equity, diversity and social justice. (Models from either the Social Justice Training Institute, the Intercultural Leadership Program at ISD #709, or a comparable integrated capacity building training model)
   **Outcome**: Increased capacity around intercultural proficiency in faculty, staff and administration. Increased sense of team/community in CEHSP. Shared sense of understanding of, commitment to, and creation of a climate of inclusion in CEHSP.

3. **Item**: **Integrated intercultural effectiveness certificate program in CEHSP**. Using IDI guided development, students would be part of a four year learning community with an emphasis in intercultural proficiency. This would include freshman seminar, ongoing guided reflection through multidisciplinary learning circles to make meaning out of courses and UMD experiences, and a senior multidisciplinary capstone experience.
   **Outcome**: Increased capacity around intercultural proficiency for students in CEHSP

4. **Item**: **Increased Signage of inclusion in CEHSP** through visible murals posters, pictures, etc. with diverse faces and inclusive messaging. Includes re-allocating the case outside of BohH 90 toward a student-centered message of an inclusive campus climate.
   **Outcome**: More inclusion visible across entrances and hallways in CEHSP

5. **Item**: **Sustainable college level partnership between CEHSP and the community (starting with ISD #709 and CHUM)** in collaborative efforts across every department in the college. Typically such collaborations start with faculty (looking first at their course curriculum) who are integrating community service learning into their teaching/learning. They then find places in the community for students to volunteer in a way that fits their curricular need. These community driven partnerships in CEHSP will start with the community, first assessing community needs, writing grants and designing program evaluations so that students can then address actual needs identified by the community itself.
6. **Item:** Increased targeted recruitment of students from underrepresented groups and retention efforts to improve graduation rates. Each department within CEHSP would conduct an evaluation of enrollment and retention and graduation rates of students of color, students with disabilities, and first generation college students, and other identified underrepresented groups over the past 10 years and develop specific recruitment strategies to improve enrollment, retention, and graduation outcomes. **Outcome:** Improve accessibility and inclusiveness of departments within CEHSP for students from underrepresented groups.

7. **Item:** Elevator in Endazhi-gikinoo'amaading
**Outcome:** Increased accessibility for students, staff, faculty and visitors

8. **Item:** Build a ropes course at UMD to facilitate multicultural collaborative adventure programs in CEHSP, across campus and the broader community of Duluth.
**Outcome:** Ropes course at UMD

9. **Item:** Mentoring Program for faculty of color in CEHSP toward positions of leadership and administration.
**Outcome:** Increased administrators of color in CEHSP and at UMD

**Recommended broader action Item for CCT/Leadership Team:**
**Item:** Establish the position of Associate Vice Chancellor of Multicultural (Equity) Affairs through a national search.
**Outcome:** VC level support and accountability to continue the work of the Chancellor’s CCT initiative at UMD.

**Five Meetings were held during Spring, 2011 (abbreviated minutes)**

**January 27, 2011 - Breakfast Meeting**
1. Introductions of members (motivation to be on SJAC)
2. Dean Paul Deputy welcomed the group and shared our charge from the college
3. We reviewed the CCT structure/documents and our role as the unit change team (Packets of the following materials were distributed):
   a. CEHSP overall structure and the Charge for the SJAC (Widening our circles draft #4, Deputy)
   b. Working definition of social justice in CEHSP (Deputy)
   c. Campus Change Team model for change (Woodward and Tsai, CCT)
   d. Tool for achieving change (Woodward and Tsai, CCT))
   e. Environmental Scan (Washington and Obear)
4. We focused on the first two bullet points from the SJAC charge as initial action steps:
   a. Begin to gather a comprehensive and cohesive picture of what everyone is doing in your unit in this area (teaching, research, service, community partnerships, etc) and post in GoogleDoc
   b. Complete an environmental scan as outlined by the Social Justice Training Institute (provided in packet). Department heads and directors have already begun this process. Our scan will provide a broader picture through an additional lens toward this objective.
February 25, 2011 – SJAC Retreat 9:00 am until 12:00 noon, Bagley Nature Center Classroom

Equity and diversity efforts must be led not only by people with formal authority, but also by faculty, staff, students, and administrators at every level of operation and responsibility.

From UM OED Reimagining Equity and Diversity:

A Framework for Transforming the University of Minnesota

http://www.academic.umn.edu/equity/about/UofM,%20Equity%20and%20Diversity%20Vision,%20pdf

1. Identified group goals and intended purpose: to promote social justice activity and ongoing reflective process within CEHSP
2. Discussed social justice actions occurring campus wide through the Climate Change Committees and determined how to partner with these efforts to minimize duplication (multicultural center student focus groups and survey results)
3. Student of color recruitment and retention within CEHSP
4. Evaluating opportunities in place intended to strengthen student recruitment and retention
5. Identified other possible SJAC members (more students, facilities, staff)
6. Discussed opportunities for community partnership and collaboration on social justice within CEHSP
7. Began work groups on four target topics: campus climate, representation, education and scholarship, and institutional

Sharing our definitions of Social Justice – work toward creation of a shared vision

In Teaching for Social Justice (2007), Maurianne Adams and Lee Anne Bell state, "The goal of social justice is to create equal access and participation for all groups in society. This concept engages all differences, while recognizing the elements of power and privilege. Social justice does not give one form of oppression priority over another. It acknowledges the various forms of oppression, their similarities and differences, and how they manifest."

April 8, 2011 Meeting

1. Review of the comprehensive audit submitted by each unit (available on GoogleDoc)
2. Identified and discussed gaps leading to possible action step ideas

April 20, 2011 Meeting

1. Report from CEHSP Advisor and consultant, Mikosa Redetzke on recruitment and retention activities in the college
   a) Mentorship program for identified “diverse students” in CEHSP with community members. Contacts have been established with UUCD, Lions, Duluth Junior League and the Vineyard. We pick places in the community where people feel supported
   b) HSRA project: 10 students coming from a diverse school in Twin Cities on 26 and 27th. Collaboration with LSC to create a pipeline for students through graduation and into college.
   c) May 5th going to the school for the performing arts. Leave 7:00 am and back by 4:45pm hsra.org. They do project based learning. Looking for faculty/staff/students who would like to go along.
d.) Working with Joyce Strand to raise money for the SCOPE students - tutoring project with education department students tutoring students in the schools. Need to raise funds to be able to come to UMD.

2. Discussed possible action item ideas to propose/submit to CCT (see action items below)

April 29, 2011 Brunch Meeting
Guests:
Dean Paul Deputy and Bilin Tsai, CCT Co-Chair
   1. Discuss the SJAC report (review, feedback, discussion) and connections to the ongoing work, new directions and any priorities.
   2. A general discussion of the ongoing Actions and Strategies, the need to align efforts across the campus, and the process of prioritization by the CCT to the Leadership Team.