

CLA Change Team
Year End Report 2013-14

CLA Change Team Members

George Hoagland
Susan Perala-Dewey
Laure Charleux
Elizabethada Wright
David Beard

Jake Caceres
Gail Mentzel
Milan Kovacovic
Michael Mullins
Robin Fuller

Krista Twu
Sage Bonomo
Suzanne Bonomo
Jennifer Brady
Michael Duvall

CLA Change Team Mission: The Equity and Diversity Committee in the College of Liberal Arts will actively develop, engage, and pursue strategies to promote a welcoming and inclusive atmosphere in the college.

Meeting Schedule 2013-14:

September 18, 2013 from 12-1 in 302 KPLz
October 2, 2013 from 12-1 in 302 KPLz
October 30, 2013 from 12-1 in 302 KPLz
November 13, 2013 from 12-1 in 302 KPLz
November 27, 2013 from 12-1 in 302 KPLz
December 11, 2013 from 12-1 in 302 KPLz
January 22, 2014 from 1-2 in 494 H
February 5, 2014 from 1-2 in 494 H
February 19, 2014 from 1-2 in 302 KPLz
March 5, 2014 from 1-2 in 302 KPLz
April 2, 2014 from 1-2 in 302 KPLz (guests: Susanna Woodward and Paula Pedersen)
April 16, 2014 from 1-2 in 302 KPLz
April 30, 2014 from 1-2 in 302 KPLz (guest: Dean Maher)
May 14, 2014 from 2-3 in 302 KPLz (guests: Jes-wa`Harris, Nathan Smith, and Teresa Dawson, Integration Specialists, Duluth Public Schools, Associate Dean of CLA, Olaf Kuhlke)

Training:

Equity and Diversity Training with Kathy Obear, October 8 (Gail, Susan, Laure, David, Krista, Liz, George)
White Privilege Conference March 24-28 (Susan and Elizabethada)

Activities:

- **Middle-School visit:** On February 7, 2014 UMD hosted 73 students from Lincoln and Ordean Middle School on campus. This event was coordinated by CEHSP and was the second annual campus visit coordinated with the local middle schools. CEHSP invited members of the Campus Change Team to attend planning meetings and participate in this event. CLA's Change team accepted the offer this year and joined in the planning and coordination of the middle school visit. The students targeted for this program were from diverse, low-income, first generation families identified by the Integration Specialists at the middle schools.

The visit began with games in Romano, a campus tour, and lunch. The students then selected "break-out" sessions from across campus. The Geography Department coordinated a session in the GIS lab. The middle school participants that selected the GIS lab session were led by UMD students and Laure Charleux through a series of computerized mapping activities. The event was a success, and further connections with the middle school and future campus visits are being planned.

- **Break-out Session at the Summit on Equity, Diversity, and Social Justice:**

The CLA Change team offered the following session at this year's Summit:

"CLA Community Collaboration for the Recruitment and Retention of Diverse and Low-income Students"

The following community partners presented in the session:

- Jes-wa` Harris, Integration Specialist, ISD 709
- Celeste Zuniga, Interim Director, McNair Program, College of St. Scholastica
- Susan Perala-Dewey, CITS Connection

Members of CLA Change Team and their community partners discussed on-going collaborative work and ideas for recruiting and retaining diverse, first generation, and low-income students. The session included a brief presentation by each guests followed by a group discussion.

- **McNair Scholarship promotion/coordination with St. Scholastica:**

Following the Summit session, the CLA Change Team continued to work with St. Scholastica and Celeste Zuniga to recruit UMD students to apply for the McNair Scholarship. Students meeting the scholarship requirements from CLA were emailed application information (other collegiate units were invited to email their students); the Multicultural Center had McNair applications available for distribution; electronic and paper posters were created to promote an information session and application deadlines.

- **Middle School Connection (closing the Achievement Gap):**

Integration Specialists from the Duluth Public Schools met with members of the Change Team and Associate Dean Olaf Kuhlke on May 20, 2014 to begin conversations/plans for a CLA presence in the middle-schools beginning fall 2014. The Integration Specialists are confident time will be available for CLA visits to their schools, and are interested in bringing low income, diverse and first generation students to UMD for continued campus visits. Gail is in contact with CEHSP to help coordinate a campus visit next fall. Many ideas were generated during the May 20 meeting toward this goal, including:

- UMD students visiting the middle-schools to talk about their CLA majors
- CLA faculty visiting with middle-school students about their disciplines
- CLA staff visiting with middle-school students to discuss academic preparation & financial aid
- Middle-school students visiting UMD for a day or mentoring with a UMD student
- Structured visit to UMD similar to the CESHP event last year: with games/activities, campus tour, lunch, break-out sessions, and a scavenger hunt at UMD

Commitments for communication over the summer were made between CLA Change Team members and Jes-wa` Harris to ensure visits to Ordean and Lincoln middle-school are finalized for the 2014-15 academic year. Gail will coordinate communication/efforts with Evie Campbell in CESHP to participate in the planning meetings for the already established campus visit program for the middle-school students.

Postponed Activities:

- **CLA Departmental climate change initiatives inventory:**

This was planned as an internal outreach activity, with two goals:

1. To collect information about initiatives or practices in departments and services that are currently in place that contribute to a better climate.
 2. To let members of the CLA community know that the change team is a place to discuss ideas and to provide support for new or on-going initiatives.
- A Google form/questionnaire is ready; we need to schedule meetings or send the questionnaire electronically to each department. Unfortunately, we felt like there was never a good time during this academic year to reach out to our colleagues and talk about climate change.

-

CLA Change Team Goals for 2014-15:

1. Leadership for next year:

- Do we need a leadership structure centered on one or two people, or would we like a more collective or project-based leadership structure?
- Create a model for recruiting, acknowledging, and retaining members and their service to the committee
- Organize a dean-funded committee retreat

2. McNair follow-up

- One application is in process from UMD. We need to follow up next year with inviting eligible students to one of our meetings and provide our support.
- We hope to coordinate with the other collegiate units to get the message to all eligible UMD students.
- Posters will be updated and shared in hard copy and electronically.

3. Campus change team membership

- As a committee we need to work on diversifying our membership and recruiting more students. We can look at the CEHSP model (they have a staff member from Facilities Management)

4. Plans for next year (tasks for summer)

- Based on Susan's class experience, the letter her class wrote to the Campus Change Team may be a way to consider combating academic incivility as a project for next year.
- Connect with Meyers-Wilkins Elementary School on new STEM or STEAM project. Liz will reach out to follow up on a Duluth News Tribune article (spring 2014). Generally speaking, this continues our efforts and discussions this year from the Diversity Summit session. We could use this summer to research possible community connections and come back in September with some action steps. Susan will look into Bridge program.
- Closing the Achievement Gap: Integration Specialists from Ordean (Jes-wa` Harris) and Lincoln (TBD) Middle Schools are a point of connection between our target student base and making higher education an option for diverse, low income, and first generation college students.
- Visits to Ordean and Lincoln Middle-Schools in fall 2014. We will be continuing the conversation about the specific plan for a CLA presence in Ordean and Lincoln middle-schools over the summer
- Continued participation with CEHSP committee to continue the campus visit program for diverse, low-income, first generation families from the Duluth Middle Schools to UMD for a campus visit.