

# Commission on Equity, Race, and Ethnicity

## Final Report 2017-18

### 1. Members

Sean Bedard-Parker, Accreditation Director, CEHSP  
Michelle Fonseca, Academic Excellence Program Coordinator  
Sheryl Grana, Professor, Sociology/Anthropology (Treasurer)  
Rob Hofmann, Development Officer, SFA  
Karissa Isaacs, Associate Curator, Tweed Museum of Art  
Njoki Kamau, Associate Professor, Women's Studies  
Julie Kim, Health Services Counselor  
Mia O'Brien, Academic Writing and Learning Center (Co-Chair)  
Susana Pelayo-Woodward, Director of the Office of Diversity & Inclusion  
Cheryl Reitan, University Marketing and Public Relations (Notetaker)  
Alissa Stainbrook, Disability Resources, Disability Specialist  
Katie Stainbrook, Office of Admissions (Co-Chair)  
Sandra van den Bosse, Instructor, Social Work Department  
Carol Wallace, Assistant Professor of Spanish/Hispanic Studies, Foreign Languages & Literatures  
Daisy Wallace, Assistant to the Associate Dean and MBA Program Coordinator, LSBE  
Weiqing Zhang, Associate Professor of Chinese Area Studies, Foreign Languages and Literatures

### 2. Mission Statement

The Commission on Equity Race & Ethnicity (CERE) works to create an equitable campus community for people of all racial, ethnic, and intersecting identities through education and institutional change.

### 3. Commission Goals and Accomplishments

- 1. Increase faculty membership on the Commission*
- 2. Increase Commission's visibility and educational efforts across campus*
- 3. Strengthen collaborations with campus partners to identify and address systemic policies and procedures related to equity or inclusion*
- 4. Organize and facilitate the annual Summit on Equity, Race, and Ethnicity*

The 2018 Summit on Equity, Race, and Ethnicity: "Creating Inclusive Communities" took place on February 21, 2018. The Summit contributed to UMD's Strategic Plan Goal 2 to create a positive and inclusive campus climate by educating members of the UMD and Twin Ports communities.

The 2018 Summit reached a record number of participants. It had 488 attendees, 183 of whom were students, 210 faculty and staff, and 95 community members. The Summit offered 38 sessions, most of which were offered by UMD faculty and staff. The Summit concluded with Lee Mun Wah's keynote titled "The Path Towards Inclusion Is Also About Exclusion."

The Summit engaged 38 student volunteers including students from the Kirby Leadership Institute, the Office of Diversity and Inclusion, and the Social Work Department. Students worked as moderators and at various key points such as the registration and CEU tables.

The event received media attention on all local TV stations, KUMD, and in the Duluth News Tribune. Student intern from the Social Work department wrote an article about the Summit for *Bark*.

The session evaluations were overwhelmingly positive, and the majority of participants rated the information as “useful” and the topics as “relevant.” Overall, the Commission on Equity, Race, and Ethnicity believes that the Summit had a strong, positive impact on the community.

The Commission hosted two showings of two films produced and directed by Summit keynote speaker Lee Mun Wah: January 29, 2018: *The Color of Fear* and February 5, 2018: *If These Halls Could Talk*.

In 2016-17, the Commission had three faculty members: Sheryl Grana, Carmen Latterell, and Carol Wallace. In 2017-18, faculty membership increased to five: Sheryl Grana, Njoki Kamau, Sandra van den Bosse, Carol Wallace, and Weiqing Zhang.

Sean Bedard-Parker, Katie Stainbrook Pierce, and Mia O’Brien represented CERE on the Campus Climate Change Team. CERE committed to the Climate Goal to “Make UMD More Inclusive.”

Co-chairs Katie Stainbrook Pierce and Mia O’Brien continued to update and improve the Commission’s webpages.

#### **4. Budget**

The Summit received an \$8,000 allocation from the Chancellor, a \$2,000 contribution from the Kirby Leadership Institute, a \$2,000 Campus Climate grant, and in-kind contributions from the Office of Diversity and Inclusion. With a carry forward of \$1,182.85 and a cash and EFS income of \$2,100, the Summit income was \$15,282.85.

Summit expenses amounted to \$14,084.85, with the keynote fee being the largest expense. The 2018-19 carry forward of \$1,198.00 is very close to last year’s amount.

The detailed budget document can be viewed [here](#). For questions related to CERE finances, please contact Sheryl Grana at x7529 or [sgrana@d.umn.edu](mailto:sgrana@d.umn.edu), or Susana Woodward-Pelayo at x8444 or [swoodwar@d.umn.edu](mailto:swoodwar@d.umn.edu).

#### **5. Meetings**

CERE held a summer onboarding retreat in May 2017, and held a total of 22 full group meetings through the 2017-18 academic year. Outside of that work, members were parsed into three teams: Mission and Recommendations, Small Events, and Summit, which typically met biweekly

in alternate weeks. In addition, smaller teams met at least a handful of times in order to accomplish specific tasks related to the Summit.

## **6. Looking Ahead to 2018-19**

The Commission will hold next year's Summit on February 27, 2019. The Chancellor has been notified of the date. Commission members have reflected on what worked well and what could be improved and are developing a timeline for Summit preparation. Commission members have identified potential keynote speakers.

The Commission's new member recruitment resulted in seven applications. All applicants were invited to join and accepted. One new member is faculty, the others are staff. These new members bring significant backgrounds in equity-related work and high levels of motivation to continue the work of the Commission.

The Commission thanks Katie Stainbrook Pierce for a successful year as a Co-Chair with Mia O'Brien. The Commission welcomes Daisy Wallace as the new Co-Chair. Sheryl Grana and Cheryl Reitan were nominated to continue serving as Treasurer and Notetaker, respectively, and both agreed to do so.

For additional information, please contact Mia O'Brien at [meobrien@d.umn.edu](mailto:meobrien@d.umn.edu), x7883, or Katie Stainbrook Pierce at [kstainbr@d.umn.edu](mailto:kstainbr@d.umn.edu), x8938.