



President's Task Force on Equity and Inclusion

Second Full Task Force Meeting – March 27, 2015

1. Welcome and introductions – President Michael R. Lovell
2. Objectives for this meeting – President Lovell
3. Since we last met: the work of the subcommittee co-chairs – Brad Stratton
4. Reports of the subcommittee co-chairs

Subcommittee 1. Student Experience

- Victoria Gokee-Rindal, Sophomore, Health Sciences
- Michael Monahan, Associate Professor, Philosophy

Initial topics:

- The initial perceptions of Milwaukee created for new students as part of their freshman orientation, tours and campus welcomes. This is the first time many students have been in a community in which people of color are in the majority. How do our students experience Milwaukee? What stereotypes about Milwaukee are we creating through our efforts to educate young people about the neighborhood (with warnings of which streets not to go west of or north of)? How do we better engage with the community?
- Need to further engage students of color today to build their desire to be engaged with the university in the future.
- Does Center for Intercultural Engagement have adequate resources to succeed? Can it be better connected to all students

Subcommittee 2. Faculty and Staff

- Christina Nelson, Junior, Arts & Sciences
- Brad Stratton, Senior Editor, Office of Marketing and Communication

Initial topics:

- Salary gender equity
- Create diversity/inclusion award to give to individual at annual Père Marquette Dinner
- Reviewing faculty hiring and retention of scholars of color. At Marquette there is no sense of identity of people of color. We lack the story of Marquette diversity and that's mostly because at Marquette we don't adequately tell our story of diversity and we need to.
- Classroom/curriculum issues potentially caused by white dominance among teachers.

Subcommittee 3. Inclusive Programming

- Esther Aviles, Freshman, Arts & Sciences
- William Welburn, Associate Provost for Diversity and Inclusion

Initial topics:

- Does Gender and Sexuality Resource Center have adequate resources to succeed? Can it be a means to support curriculum development?
- Updating the provost's freshmen orientation process
- We don't have enough fun. Diversity at a university is fun and can be used to make the university more attractive. More intergenerational fun needed.
- *[Coordinate with Subcommittee 4]* How does diversity benefit us? That discussion often doesn't happen. Our passion to be more diverse is a positive.

Subcommittee 4. Data Analysis and Research

- Joseph Green, Director, Educational Opportunity Program
- Jennifer Maney, Institutional Director, Greater Milwaukee Catholic Education Consortium, College of Education

Initial topics:

- Climate Survey results (already, a detailed report is expected over the summer and a presentation of the findings is expected in the fall)
- We need to benchmark ourselves with universities that have successful diversity efforts. References a Higher Learning Commission report as a resource.
- *[Coordinate with Subcommittee 3]* How does diversity benefit us? That discussion often doesn't happen. Our passion to be more diverse is a positive.

Subcommittee 5. Community Culture and Environment

- Griselda Aldrete, President and CEO, Hispanic Professionals of Greater Milwaukee
- Angelique (Angie) Harris, Assistant Professor, Social and Cultural Sciences

Initial topics:

- To what extent will the task force focus on external efforts beyond university's boundaries related to inclusion? Will it take into account the documented inequalities in the City of Milwaukee? How does Marquette influence the greater Milwaukee community with the work of this task force? How can it use this task force to improve its external connections?
- Concern that the Department of Public Safety racially profiles individuals.
- We need to encourage an understanding of the difference between threats and prejudices as a way to guarantee equal opportunities.

5. Questions, clarifications, suggestions for the subcommittee co-chairs?

6. Volunteer! Which subcommittee would you like to help make more successful?

7. Closing comments, next steps – President Lovell