

Advancing Equity

MEETING MINUTES

Committee Chair: Kirsten Michalke

Committee Members Present: Katlyn Tamaalii, Dawn Eickman, Rebecca Johnson

Committee Members Absent: John Fields, Abdul Chamma, Clinton Castle, Adam Paulson

Agenda Topic	Meeting Minutes
Advancing Equity Plan (2023-2027) – next steps	- John Fields has approached multiple committees to request input on making revisions to the college’s DEI/Advancing Equity Plan. ACTION: This summer, the DEI Plan will be reviewed and revisions made so that there is a crosswalk to the college’s Strategic Plan and the System’s Equity 2030 plan. - Thus far, John, Katlyn Tamaalii, and Kirsten Michalke have agreed to work on plan revisions and complete the cross walk to the Strategic Plan and Equity 2030. Employees and faculty members are encouraged to participate; reach out to someone on the Advancing Equity committee to volunteer.
“Connecting The Dots” presentation by Linsey McMurrin on April 15 and 17, 2025 – summary post event	- Linsey McMurrin was guest speaker on both TRF and EGF campuses. - We had around 25 people on each campus pre-register to attend the events. We had approximately 50 students, faculty, and staff who heard Linsey’s presentation. Committee felt this was a good number to reach; those that attended were definitely interested, participated, and were glad they attended. - Positive Feedback: Excellent presentation. Appreciated how there was a long introduction before talking about the more difficult aspects of the presentation – people felt comfortable and willing to listen thoughtfully. Glad a decision was made to do presentation in person. - Things to think about for future presentations: Commons area may not have been ideal (distractions). Committee anticipated larger attendance, so commons was a good idea at the planning phase. The biggest deterrent to participation seems to be that classes/labs were scheduled and faculty weren’t able to give up that time to allow participation at event. If we do presentations in the future, perhaps consider a Zoom option – maybe there would be more participation (committee agreed that this specific presentation was best in person). - Idea for college to consider when developing academic class schedules: Would Northland be able to block a specific day/time to allow for weekly events on campus? For example, Thursdays at 11:00 am. This would allow for people to participate in any events on campus more easily (guest speakers, Student Senate events, socials, Town Hall meetings, student research poster presentations, etc.). There would not need to be an event every week; but at least once/month.

Northwest Minnesota Foundation grant submission AWARDED! Welcoming Communities initiative	A grant was submitted in March and awarded on April 3! This grant will allow Northland to develop and implement activities across campuses during FY26. Grant will allow our Pioneer Pantry to purchase requested spices and ingredients not available through our traditional food shelf network. We will work with Student Senate to provide funding for activities / global cuisine events / or guest presenters that enhance Northland's monthly History, Heritage, and Awareness calendar. Grant will create an opportunity to partner with our Foundation, Advancing Equity Committee, Student Senate, Adult Basic Education, and our international students to implement ideas. ACTION: A subcommittee will meet once over the summer to map out a larger event early in the semester (perhaps during national Welcoming Week: September 12-21, 2025). Consider dates/plans for monthly events that follow the college's History, Heritage, and Awareness calendar (e.g., schedule a consistent day each month to hold an activity). Suggestions: (1) Liked the strategy of the Hispanic Heritage month activities from a few years ago (multiple events like a book club, art display, guest speaker, activities, and food). (2) Get input from Student Senate and other groups to get ideas and workers. (3) Suggestion: some events should be "smaller" and more accessible in regard to a short time commitment. Simple and intentional. Example, have something set up in the Commons for a few hours where people can stop by for a few minutes and participate in a quick activity or food sampling. Make it engaging and educational. (4) Suggestion: Reach out to Pioneer 90.1 to see if they can assist with a musical event on one or both campuses. (5) Suggestion: show a movie in the EGF commons on the "big screen" during lunch. People can eat and watch a movie. (6) Suggestion: create a QR code that will take people to a "song of the month", music play list, book recommendations, recipes, podcast. This can be updated monthly with international recommendations based on the month's activities.
Dine and Dialogue – EGF. Friday, May 9 from 6:00 – 8:00 pm. Partnership between NCTC, New Hope for Immigrants, City of EGF – funded by Laura Jane Musser Fund.	Informational Item: Northland will host a dinner on the EGF campus during spring semester as part of a community partnership. It's open and free to the public (focus on EGF residents). Participants will share a meal and participate in facilitated conversations at their table. Sample topics include: what makes EGF a great community, how can we make it better, what are ideas to facilitate a welcoming atmosphere in the community, etc. ACTION: Contact Kirsten Michalke for additional information or to be a table facilitator (facilitator training is provided).
Welcoming Communities in Thief River Falls – Longest Table: May 6, 2025.	Informational Item: The TRF community is hosting the Longest Table event on May 6 at the Legacy Event Center. https://www.advancethiefriver.com/rsvp-for-welcoming-events/. ACTION: The event is almost at capacity; register by noon on Friday, May 2 to secure a reservation for this free event.
Flags on TRF and EGF campuses	Committee discussed the flags on the EGF and TRF campuses. A history was provided regarding the importance of displaying International flags as a welcoming and inclusive effort for our international student body. Staff receive questions about the flags. We understand multiple people have been part of this project and would like to bring everyone together to figure out next steps. ACTION: The Advancing Equity committee agreed to submit a Council proposal for the following: (1) signs to be posted on each campus and (2) a procedure for how to add flags to the display. Research has been done to find examples of how other colleges manage their displays and may be utilized in a future sub-committee discussion with appropriate college representation.

Additional Topics and Open Discussion	• Poverty Simulation – do we want to plan an event for Fall Semester 2025? <i>On hold until we receive feedback about “Connecting the Dots” presentation.</i> • Summer meeting schedule: a subcommittee will meet once over summer to discuss campus activities planned during Fall Semester (related to grant funding from NMF). ACTION: All other meeting dates will be cancelled. • Racial Equity conference on Friday, October 10, 2025: <i>Weaving a Wider Community</i>. Northland was a host location for a Racial Equity conference in the Fall of 2024. Northland has been approached as a host site for the October 2025 conference. The committee concluded that Northland is a good location to hold this community-wide conference (brings people to campus for an educational event) and indicated interest in being a host site as long as it doesn't burden our internal resources to coordinate and make it happen.
Next Meeting Dates	5/15/25 Subcommittee - cancel 6/5/25 Advancing Equity - cancel 6/19/25 Subcommittee (HOLIDAY) - cancel 7/3/25 Advancing Equity - cancel 7/17/25 Subcommittee – meet to discuss grant related activities Fall Semester: TBD