

2020-2021

The President's Council for Diversity, Inclusion, and Respect was formed by President Bresciani in July 2020 as part of his commitment to ensuring that this pillar of NDSU's strategic plan will be factored into institutional decision making. The inaugural Council was established from the existing Inclusion Committee on campus. That committee was formed in 2016 to address diversity and inclusion on campus. Drs. Canan Bilen-Green and Gregory Lardy were appointed as co-chairs of the Council.

Our vision

The NDSU community prioritizes and values diversity and inclusion. We take collective responsibility for ensuring a sense of belonging, respect, and justice that support the success of each person.

Our Directive

The President's Council for Diversity, Inclusion and Respect received directive from the President to provide NDSU administration with guidance on how to make NDSU a better community for historically underserved populations and to operationalize the diversity and inclusion goal of the strategic plan. A steering committee of members was assembled to further assist with coordinating efforts of the Council.

Our Work

To address the directive from the President, work groups were formed to discuss the University's strategic plan and create action plans for the upcoming year. Work groups and their area of focus, as well as some of their action items for the next year, are indicated below.

Awareness and Recognition of Best Practices. This work group is assisting with recognizing accomplishments on campus and exploring ways in which to create more awareness on campus about inclusion activities, units, and accomplishments. Their action plan for the next year includes reviewing data collected from units on campus as to their diversity, equity and inclusion efforts, and to draft a semester newsletter.

Campus Education and Engagement. This work group is exploring educational opportunities for faculty, staff, and students, and ways to engage them on campus. The work group supported and promoted a campus Talk Back event and the Day of Silence. Their action plan for the next year includes planning programming for LGBTQ+ events on campus and creating a debate series to model civil dialogue.

Data Exploration and Reporting. This work group is working to identify needs for data collection concerning diversity issues and communicating data findings to the Council and campus. Their action plan for the next year includes making campus climate data more accessible, increasing communication to campus about survey results and available data to assist in addressing equity on

campus. They will also examine ways to collect and store voluntary data on gender identity and sexual orientation.

DIR Advocates and Allies. This work group is exploring the opportunity and possibility of an advocacy and mentoring group for international and underrepresented faculty and staff on campus. Their action plan for the next year includes data collection and literature review in preparation for applying for grant funds to support the program.

Exploring Best Practices. This work group is exploring best practices at other institutions to model on our campus and for opportunities to centralize resources. They will also explore comparing Council priorities with current and potential policies on campus. Their action plan for the next year includes efforts to define inclusion and equity on campus, exploring creating a community of practice, exploring ideas to expand existing efforts on campus, and exploring ways to increase opportunities for listening, and measuring and implementing diversity, equity and inclusion on campus.

Recruitment and Retention. This work group is exploring ideas for increasing efforts in inclusion with recruitment (e.g., during searches, student recruitment) and retention (i.e., efforts to keep more diverse and inclusive employees and students on campus). Their action plan for the next year includes gathering, collating, and assessing recruitment data, surveying campus on recruitment and retention efforts, recommend more intentional processes for recruiting students of color, and assessing and improving mentoring using a diversity lens.

The steering committee and the full council each met monthly. The work groups met during the full council meetings as well as outside of council meetings as necessary.

Throughout the year, the Council invited speakers to meetings to present information. Topics included NDSU's strategic plan, President's Crisis Task Force, data availability and how to request from the Office of Institutional Research and Analysis (ORIA), Ombuds annual report, OIRA data presentation on campus climate, NSSE, and opportunity gap report, LGBTQ+ Student Performance study, and lessons learned in the Disability Office during the last year. Council members were also invited to participate in an educational training on Native American Essential Understandings.

A website has been created for sharing information with campus (<https://www.ndsu.edu/inclusioncouncil/>). The website has information on members, agendas, work groups, Native American initiatives, culturally significant dates, and a list of key resources on campus.

PCDIR Hosted, Sponsored or Endorsed Events

The Council was actively involved with hosting, sponsoring or endorsing events on campus. In its first year, the Council supported the events noted below.

- February 24, 2021 Talk Back to Racism (PCDIR; Alison Bertolini lead)
- April 21, 2021 UndocuArtivism: Art and Resistance in Pandemic Times (co-sponsored with Anti-Racism Coalition, Vice Provost for Faculty & Equity, Dept of Sociology & Anthropology; Ellen Rubinstein lead)
- April 23, 2021 Day of Silence (PCDIR, Alison Bertolini lead)

- April 28, 2021 Race-ing Fargo author, Jennifer Erickson (co-sponsored with Anti-Racism Coalition, Dept of Sociology & Anthropology; Ellen Rubinstein lead)

Our Membership

Active members during the 2020-2021 year included members from each of NDSU's colleges, Student Affairs and Enrollment Management, Faculty and Equity, Finance and Administration, Information Technology, Libraries, Athletics, and the Ombuds office. Members included administration, faculty, staff, and students.

Joy Anne Annette, Upper Great Plains Transportation Institute
 Lisa Arnold, English
 Kristina Astrup, Human Resources
 Jessie Bauer, Career and Advising Center
 Scott Beaulier, Business
 Emily Berg, Institutional Research and Analysis
 Robin Besse, Institutional Research and Analysis
 Canan Bilen-Green*+, Faculty and Equity
 Jason Blosser, Information Technology
 Derisa Collymore*, Graduate Student, Residence Life
 Amanda Jo Cordova, Education
 Jim Deal, Human Development and Family Science
 Alan Denton, Physics
 Melissa Eslinger, Health Professions
 Angela Fowler, Faculty Affairs
 Alison Graham-Bertolini*, English
 Kendra Greenlee, Biological Sciences
 Colleen Heimstead, Athletics
 Heather Higgins-Dochtermann, Equity
 Carol Jergenson, Residence Life
 Alicia Kauffman, International Student and Study Abroad
 Heather Keeler, Admission
 Mike Kessler, Engineering
 Greg Lardy*+, Agricultural Affairs
 Jamee Larson, English
 Seinquis Leinen, Admission
 Jenny Linker*, Health, Nutrition and Exercise Sciences
 Simone Ludwig, Computer Science
 Hollie Mackey, Education
 Emily McGann, Equity
 Christi McGeorge, Human Development and Family Science
 Joe Mocnik, Libraries
 Julie Nash*, Faculty Affairs
 Kjersten Nelson, Political Science
 Tara Nelson, Graduate Student, Institutional Research and Analysis
 Kimberly Overton, Education
 Kristine Paranica, Ombuds

Kwangsoo Park, Apparel, Merchandising, Interior Design, and Hospitality Management
Laura Parson, Education
Michelle Pearson, TRIO
Casey Peterson, Student Affairs
Deirdre Prischmann-Voldseth, Natural Resource Sciences
Birgit Pruess, Microbiological Sciences
Scott Pryor, Engineering
Sheela Ramamoorthy, Microbiological Sciences
Chris Ray, Education
Jill Sackenreuter, Human Resources
Lisa Samuelson, Memorial Union Programming and Student Activities
Amolia Schumacher, Residence Life
Molly Secor-Turner, Nursing
Claudia Simon*, Disability Services
Kristi Steinmann, Information Technology
Jodi Tangen, Education
Tabitha Thomas, Faculty Immigration
Jaclynn Walette, Multicultural Programs
Christopher Whitsel, Sociology and Anthropology
John Woolsey, Human Resources
[*Steering Committee Member, +Co-chair]