

Minutes 11/25

Meeting is called to order at 7:01pm

Attendance taken by Director Concepcion

Quorum is met

Minutes are approved

**Community Comment: none**

**President Bergman**

1. Statement from President Bergman in response to President's Council on Diversity, Equity, and Inclusion: Council formed in the Fall of 2015, institution-wide Council with representation from all of community
  - a. Person at top of organization needs to be chief champion of work - President
  - b. First Year: charter and write a plan (Gustavus Acts Strategic Plan), Diversity Equity and Inclusion prioritized as a top initiative for the institution
  - c. 2017/2018 first funds dedicated to DIE in response to bias incidents for
  - d. Key Performance Indicators: to gauge the success of strategic plan, think about how we benchmark diversity in student body through goals relative to state of MN in our age group (18-26), 22-23% diversity, current student body between 21 and 22% diversity in past two years, overall growth
  - e. Recipient of scholarship funds for first generation students
  - f. Bias training, going on for several years, happens for every faculty search when looking for a new faculty member, higher probability that white people don't have bias that would affect the outcome of a hiring
  - g. 2018/19, inclusion of accessible restrooms for wheelchair accessible
    - i. Pronoun awareness, stickers on name tags
    - ii. 3 working groups for work of PCI
2. Senator Johnson: what are some things we're looking at doing in the future, what are our big goals?
  - a. Bergman: that's the work of the 3 working groups, one is on communication, discussion at the most recent meeting is that the preference is for more frequent short "newsie" type of communications that come through the Student Senate to send to the student body, we haven't done enough communication
    - i. Training and development for employees, goal for 100% of employees to be trained in DEI, would take 3-4 years
    - ii. Inclusive Excellence and engagement: specific inclusive practices
3. Senator Cella: point of privilege, can we get speaker feedback turned off?
4. Senator McDonald: what is the bias training?

- a. Bergman: we piloted the training last year, trained everyone in admissions and a few others (40-50), workshop for half of a day, walking people through basics to what inclusive practices look like, we are going to continue this next year, facilitated at the front of the room but work is done in groups and dialogue, will train up to 100 people at a time, we have a contract signed with them. The cabinet is piloting a cultural diversity instrument IDI (intercultural development inventory), we have 5 people trained this fall to be facilitators of conversations with everyone who takes the inventory.
5. Senator Cella: you've discussed a lot of diversity in race and culture, how are we addressing diversity of class and ability.
  - a. Bergman: funds are dedicated to affordability, our goal is to fill the gap between our ability to provide financial aid and a family's ability. In retention some of the barriers include economic diversity and students who have to hold another job or are underprepared for college level work. For ableness, the work has been around accessibility (largest with Chapel restroom), done work to non-gender specific restrooms, two full time staff doing disability services. Greater investment in mental health with resources.
6. Speaker Ellingson: can you share any information about getting more counselors for the student body
  - a. VanHecke: potential ways to expand on mental health resources, we have increased counselors in the center multiple times every couple of years, be able to meet student needs and move away from intern model to get all full time counseling staff. As resources are available, that is a priority, will start to look at how we can make evening/weekend mental health resources available to students. Starting to think about we have a growing number in student body who need more appointments than are allotted in the 12, talk about a staffing model that would allow us to meet the needs of students who need more sessions. Lots of different ways that we are going to hit where students needs are happening and continue to add resources. Hannah, director of the Counseling Center, the next step is to bring a hire who would bring a racially diverse perspective as a POC on staff.
  - b. Bergman: a pressure we feel is wait time for an appointment, how can we provide resources in resilience and ways to cope with mental health, internal resources and not only reliant on professional counselors.
7. Chair CarlsonSather: you mentioned the IDI, is it a service that is available to members of the institution?
  - a. Bergman: we finance the training for 5 individuals who will be our facilitators on site and pay a fee every time we use the inventor. Over time, we could afford to do everyone over time.

8. Controller Johnson: In the past few years we've seen private liberal arts college go under due to financial troubles. What steps are we taking to ensure the future financial viability of the college?
  - a. Bergman: we have to live within our budget, an endowment is there to modestly draw from endowment. We may draw money out of endowment for a special project and is the responsibility of the board. If there's a major economic recession, our endowment drops and we have to adjust operation costs, we are good at fiscal management.
9. Senator Nelson: would you be able to speak about transparency about the President's Council on Environmental Sustainability (PCES)
  - a. Bergman: benefited from student engagement over the past year, it pushes administration to be serious and students share in the work. We live as a community, which means that we have agency to figure out how we are going to work the issues about environmental sustainability, current debate in how does an institution like Gustavus lead (lightbulbs, solar panels, etc). Everything is complex to work with utilities and city. Compost is a tricky problem (fruit flies in Nobel Hall after the first two weeks), and we are serious about it. How does a community with over 2000 students figure out how to lead in environmental sustainability;ity.
10. Chair CarlsonSather: how are the plans for Lund renovation coming
  - a. Bergman: Anchor donor of 20 million, 60millino dollar project in total, we have 5 million more in commitments. Board has authorized to move forward with construction documents when we reach a milestone. We announced to prospective students this past Saturday that it will be done by their senior year.
11. Controller Johnson: can you give any details about future building projects or renovations on campus?
  - a. Bergman: Combo project of music and the Chapel, all our roofs have to be replaced. Work that needs to get done in residence halls and library. Every year deferred maintenance takes a couple million. There is an endless list of capital projects.

### **Committee Updates**

Health and Housing, Chair CarlsonSather: been speaking with campus safety about intersection safety between Lund and College View, sent plans for possible new devices to increase safety, estimates on price will be given soon.

1. Menstrual Products: peer assistants own menstrual machines in res halls, meeting with Laura from PA and Emily Falk from SRF
2. Meal Plans: Steve is recovering from surgery, we might have to wait till Spring Semester
3. Trash Chutes: waiting for Res Life to respond

Inclusive Excellence, Chair Johnson: talked with PCI working group on which ways we communicate what the Council does through website, start a face and name connection through tabling starting in Spring.

1. Working on social between Senate and DLC between exec board to begin with and then move to full body meeting

Finance Director Gupta: has been working with different org that need amendments in budget, officer education meeting to educate org on finance guidelines and process, been comparing finance process with other schools, committee members connect with org members and process of accessing allocated funds.

Co-Presidents, Bhakta: Attended PCI meeting last Friday, sit in on retention committee meeting led by Tom Flunker, gather data regarding retention, working to hire someone full time to study retention full time, for now getting information through informal surveys and exit surveys. Want to be more transparent though media, mabe in Gavel Gazette every month, PR Committee will consult with PCI, collaborate with Marketing Office or Gustavian Weekly to be transparent

### **Old Business**

PCDA Letter Response, Co-Pres Bhakta, none given

### **New Business**

Resignation: Senator King has resigned from position as Class '22 Representative

1. Letter of resignation read aloud to Senate by Director Conception

### **Announcements**

VanHecke: nice to have Monday's back, but I've missed this, be careful in snow storm, there's a storm at the end of break. Classes are canceled Tuesday afternoon, weather reports say it's not supposed to start snowing at 6pm.

Chair CarlsonSather: thanks for stopping in @JoNes, committee see me after the meeting

Admin Director Concepcion: Fill out j-term availability, need to show up to tabling hours, Senators Cella and Jorgeson see me after.

Co-President Villareal: next monday is sweater monday :) apparel due next monday

Meeting is adjourned at 7:48 pm