

Diversity Data Deep Dive



Religious Accommodations and Reporting on Race & Ethnicity

Tuesday, April 12, 2022

8:45 am to 11:30 am

Community Building

8:15 am to 8:45 am

Zoom Link: <https://z.umn.edu/DDDD9>

We will record these sessions and they will be posted on the [DDDD webpage](#).



Diversity
Community of Practice

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Welcome

The Diversity Data Deep Dive (DDDD) is a series of conferences organized each semester at the University of Minnesota with the goal of expanding the conversation about diversity and data created and hosted by the Diversity Community of Practice (DCoP)'s Assessment Committee with other partners. DDDD9 focus includes presentations on Religious Accommodations and Reporting on Race & Ethnicity.

About the Diversity Community of Practice (DCoP)

The Diversity Community of Practice (DCoP) is a grassroots community of faculty and staff from collegiate and administrative units that started on the Twin Cities Campus. Systemwide faculty and staff are invited to join monthly meetings via Zoom. The purpose of the DCoP is to develop and leverage personal, professional, and technical expertise, effectively creating innovative strategies that ensure successful implementation of equity and diversity goals at the University of Minnesota. If you're interested in serving on one of our committees please let us know; new colleagues are always welcome on any one of our committees. Learn more at dcop.umn.edu.

Schedule

All events will take place via Zoom.

Tuesday, April 12, 2022 – 8:45 am to 11:30 am

8:15 to 8:45 am

Community Building Meet & Greet

Facilitated by Vic Massaglia & Joel Mixon

Join us in a space created for introductions and community building. We will utilize breakout rooms during this time.

8:45 to 9:00 am

Welcome & Introduction to DDDD9

9:00 to 10:00 am

Religious Accommodations: Case Studies for Consideration

Stacey Tidball, Associate Vice Provost of Academic Support Resources

Marlo Welshons, Assistant to the Provost

Natan Paradise, Center for Jewish Studies

The University's [Makeup Work for Legitimate Absences policy](#) provides academic accommodations for religious observances. The Executive Vice President and Provost [sends a message each semester](#) to faculty and instructors reminding them of this policy; however, many instructors and students are unclear about what appropriate accommodations may be for an individual student observing a particular holiday. Members of the [Academic Calendar Task Force](#) have gathered case studies for review and discussion, the results of which will be used to help develop [a resource guide](#) for instructors and students.

10:00 to 10:10 am

Break

10:10 to 11:10 am Reporting and Ethnicity Data: Understanding the Numbers

Amy Schult, University Data Governance

Elysia Wallace, Enterprise Data Management and Reporting

The University of Minnesota reports on employee and student ethnicity as set by state and federal requirements as well as to guide internal decisions in support of institutional initiatives, such as MPact 2025. This presentation will explain the different ethnicity calculations the University uses based on internal and external requirements and provide examples to compare the differences in numbers the calculations create.

11:10 to 11:25 am Discussion: Practice, Resources, and Future Sessions

11:25 to 11:30 am Closing DDDD9 Session

Presenter Bios

Amy Schult (she/her) is the Director of the University Data Governance program, coordinating efforts to support the university data community through governance, education, and technology. Amy has worked in higher education her entire career, including areas of information technology, academic program support, and student records. Amy earned her PhD in Organizational Leadership, Policy & Development from the University of Minnesota, Masters in Library & Information Sciences from Dominican University, and B.S. in English Education from UW-River Falls.

Elysia Wallace (she/her) is the User Engagement Coordinator for the Enterprise Data Management and Reporting team, focusing on data literacy and data community engagement in support of the University's Data Governance Program. Prior to joining the University of Minnesota Elysia was the Executive Director for the Guam Symphony Society and taught marketing at the Guam Community College.

Natan Paradise is Associate Director of the Center for Jewish Studies and teaches Jewish History and Cultures, Jewish American Literature, and Jewish Humor. Natan has 15 years of experience in academic advising at the University of Minnesota.

Stacey Tidball has been the associate vice provost for Academic Support Resources and University Registrar since December 2021. Prior to that time, she worked as the ASR director of continuity and compliance since 2014. Prior to joining ASR, Stacey worked as director of the University of Minnesota Law School's career center and director of pro bono development with the Minnesota Bar Association. Stacey has also worked at Southwestern University School of Law and in private law practice.

Marlo Welshons joined the University of Minnesota Office of the Executive Vice President in June 2012 after four years on the administrative team of the University of Minnesota Libraries. Prior to joining the University in 2008, she was an assistant dean at the University of Illinois Graduate School of Library and Information Science.

Thank You

Our Partners

Office for Equity and Diversity
Diversity Community of Practice

Our Facilitators

Jabra Kawas, One Stop Student Services & University Veterans Services
Shelby LaFreniere, School of Dentistry
Victor Massaglia, School of Public Health
Patricia Izek, Office of Human Resources
John Williams, Office for Equity and Diversity
Rebecca Moss, Sketchnotes artist
Lisa Marshall, Office for Equity and Diversity
Members of the Diversity Community of Practice