
SOUTH CENTRAL COLLEGE



DIVERSITY COMMITTEE

September 14, 2011
11:00 a.m. – 1:00 p.m.
MINUTES

Present: Laural Kubat, Kathi Rusch, Brian Fors, Kristin Cronn-Mills, Carol Freed, Ann Anderson, Linda Beer, Nancy Genelin, Johnna Horton, Kathy Olson, Keith Stover, Dan Zielske, Ricki Walters, Tracy Murphy, Sandra Woods, Mitzi Kennedy

Guest: Ka Vang

Diversity Statement

South Central College is committed to fostering a campus environment of inclusion, knowledge, and understanding in which faculty, staff and students learn to value diversity and to respect individual differences that enrich our college community.

Introductions were made.

Brian Fors asked for input on the matrix that will be used to show diversity training and events taking place annually at SCC. Suggestions:

- Add column to show who is taking the lead
- Add column for assessment
- Add column or combine when it would include students and the public

Keith recommended broadening the communication to get students involved/interested.

Suggestions:

- Add as part of CCSSEE
- Take to student groups/clubs

Other suggestions for getting more involvement from employees:

- Have a plan to show progress is being made
- Checklist as to what our responsibilities are
- Rewarding people for taking training, attending events
- Get more faculty from the different divisions involved
- Have a panel of students of different cultures talking about experiences they have had in the classroom
- Get diversity information from the CCSSE
- Keep extending invitation to faculty to be involved

Ka Vang will share with Jane and Brian some incentives being used by other colleges.

Kirsten Cronn-Mills explained that part of her job this year will be working on the Diversity Plan. She will gather information and research best practices. She will be focusing on Goal Area 1. She will have something to share in December.

Ka Vang, Diversity Programs Director, Minnesota State Colleges and Universities and Whitney Harris Executive Director have reviewed SCC's Diversity Plan. She shared best practices, what's good and what needs improvement. Overall SCC's plan looks good. She was impressed with the layout and the overall look of the document. She suggested we add the measurable outcomes to the plan and show who is responsible and reporting out mechanism or how we're rolling out the plan. The Diversity Committee should report annually to the rest of the campus on the progress of the plan.

Ka Vang distributed MnSCU's System Strategic Diversity Plan. She discussed how the plan was developed. The plan is also on the MnSCU web page. The plan was created by Diversity Officers who volunteered. E-mail Ka with any comments.

Ka shared that some discussion has taken place with the new Chancellor about the diversity office such as where and who. He will be holding the Presidents accountable for diversity on their campuses. He likes the training program offered and wants to see measurable outcomes.

Ka Vang indicated there will be projects and webinars coming that we may want to be a part of. In March there is a Student Affairs and Diversity Conference.

At the end of each meeting there will be time for questions or issues that have been observed.

Kirsten Cronn-Mills has asked to be on the next meeting agenda. The topic will be "facility discussion."

The next Diversity Committee Meeting will be

**THE NEXT MEETING IS SCHEDULED FOR
WEDNESDAY, OCTOBER 12, 2011
11:00-1:00
HERITAGE HALL & B114**