
SOUTH CENTRAL COLLEGE



DIVERSITY COMMITTEE

October 12, 2011

11:00 a.m. – 12:00 p.m.

MINUTES

Present: Laural Kubat, Kathi Rusch, Brian Fors, Carol Freed, Ann Anderson, Linda Beer, Keith Stover, Dan Zielske, Ricki Walters, Sandra Woods, Jane Greathouse, Heidi Beske, W.C. Sanders, Brian Wollum, Marilyn Weber

Excused: Nancy Genelin, Johnna Horton, Tracy Murphy, Kirstin Cronn-Mills, Sri Pudipeddi, Dan Zielske, Fanah Adam

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.

Committee welcomed new member – Brian Wollum.

Jane reported that she would like the committee to develop ground rules during the November meeting as part of larger efforts to create a more formal structure for the committee.

Jane asked for input about the Comprehensive Training Plan. Suggestions:

- Clarify on the document that these initiatives reflect Goal 5 of the SCC Diversity Plan. Some people thought the training document reflected the entire plan.
- **Mandatory Training** – We will want to think about training events for faculty workshops on 1/6 and 2/24 (per Nancy Genelin's email) and for the all employee in-service on 4/6 (per Laural Kubat); add Laural Kubat's name to *Responsible Party* column
- **Regular/Voluntary Training** – The intent behind this initiative is to coordinate the training provided by Ricki Walters as well as trainings and events sponsored by the Chief Diversity Officer and other staff at SCC. Brian Fors will manage a master schedule of SCC events as well as community events that SCC helps to sponsor. As a committee, we will review the offerings at different points in the year in order to identify gaps in the types of trainings being offered (basic/advanced, topics, etc.). **Send all training/events related to diversity to Barb Feit and Brian Fors as soon as you know about them.**
- **Administrative Training** – Remove language about sending 2+ administrators to national conferences on an annual basis – replace with language that communicates the idea of sending campus leaders (administrators, Diversity Committee members, etc.) to national/regional/local trainings as budgets allow with and preference for bringing affordable training to SCC that is open to a broader range of employees.

- **Diversity Web Page** – No changes to this initiative. No leader person identified.
- **New Employee Diversity Orientation** – Add Laural Kubat to *Responsible Party* column.
- **Incorporate Diversity Training into Employee Review Process** – Add Laural Kubat to *Responsible Party* column.
- **Promote Outside Training** – Remove language about sending administrators to national conferences.

Future Steps for Training Plan:

- November - Discuss possible training topics for faculty workshops and in-service
- November – Brian Fors will present draft of regular/voluntary training/event schedule
- November – Committee will brainstorm ideas for diversity webpage. Ann will help with graphics for site. Explore collaborating with Global Education Committee as they are working on a web presence.
- Follow column *Reporting Progress to Committee* for dates for seeking committee input and reporting progress

Concerns – ASC Door:

- Jane brought up a concern about the entry door to the Academic Service Center/Office of Disabilities Service. Several employees (not affiliated with ASC) have come to her and she has heard second-hand that some students are concerned that the door is not designed to accommodate students with disabilities.
- The committee would like to express to the administrative team the following sentiment: South Central College should not simply comply with minimum standards for facility accessibility but rather should go above and beyond to serve the needs of its users. This statement will be reviewed at the next meeting and then formally presented to the administrative team.
- The committee agreed that it is important that there is a system in place for making facility decisions that support our goals of inclusivity. This intention is addressed under Goal 6 of the 2011-2013 Diversity Plan.

Updates and Happenings

- Laural Kubat announced that she would like members of the committee to help her review the Affirmative Action Plan that is due July 2012.
- Brian reported that he recently purchased a painting for the college entitled *Healing Minnesota*.
- Committee meeting ended at noon to allow members to attend the Mixed Blood presentation of *According to Coyote*.

The next Diversity Committee Meeting will be

**THE NEXT MEETING IS SCHEDULED FOR
WEDNESDAY, November 9, 2011
11:00-1:00
HERITAGE HALL & B114**

Please send agenda items to Jane.

Agenda topics for November: Training Plan (Mandatory training, voluntary training, web page), Recruitment and Hiring, Updates and Happenings, Concerns and Questions