

---

## SOUTH CENTRAL COLLEGE



### DIVERSITY COMMITTEE

---

**November 9, 2011**  
**11:00 a.m. – 1:00 p.m.**  
**MINUTES**

**Present:** Laural Kubat, Keith Stover, Linda Beer, Johnna Horton, Jane Greathouse, Nancy Genelin, Dan Zielske, Kirstin Cronn-Mills, Sri Pudipeddi, Ann Anderson, Kathy Olson

**Excused:** Suzanne Nordblom, Brian Fors, Brian Wollum, Carol Freed, Ricki Walters, Kathi Rusch, Fanah Adam

Ala Garlinska and Tracy Murphy have asked to be taken off the committee.

#### **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.

Jane reviewed the agenda. She asked for the minutes from 9/14 & 10/12 meetings to be approved. Keith moved to approve the minutes and Linda Beer seconded.

**Create Ground Rules:** The committee listed ground rules and discussed the importance. This list of rules will be reviewed and approved at the December meeting.

- Send out agenda at least 3 days ahead of time (preferably 1 week)
- Stay on track/follow agenda
- Start on time and end on time
- Set a standard meeting time (Thursday or Friday)
- Attend all meetings as scheduled or communicate with the chair if you cannot attend a meeting
- Do not engage in side conversations
- Be respectful of communication challenges related to ITV
- Come to the meeting prepared
- Respect other's opinions
- Do not interrupt when others are speaking
- Recognize that you are a representative of one or more constituencies on campus and represent their interests in a fair and accurate manner
- Represent the work of the committee in an accurate and professional manner. This includes:
  - Representing the consensus of the committee and not your personal agenda.
  - Being an ambassador for diversity initiatives.
  - Maintaining confidentiality when appropriate.

#### **Membership:**

- Discussion took place about the importance of having President Stover present at all meetings or as many as possible. President Stover shared that Wednesdays are a difficult day for him and many others on campus and recommended that the meeting be changed to a Thursday or Friday and that this become the standing day/time.

- Concerns were shared about the need for diverse representation on the committee. Keith indicated there needs to be a larger group represented throughout the college. This topic was tabled until the next meeting.

### **New Name?**

It was suggested that we rename the committee "President's Diversity Council." This topic will be discussed more at the next meeting.

### **ASC Door (Continued Discussion)**

Discussion continued regarding the accessibility of the entry door to the Academic Support Center. Jane suggested that Karen attend the next Diversity meeting to share the rationale with information on the standards. Goal 6 Strategy 4 in the Diversity Plan talks about the inclusion of Diversity Committee designees being involved in the college's facility planning efforts. Karen will be asked to attend a meeting.

### **SCC Diversity Plan Progress – Training Plan**

- Goal 5/Strategy 1 of the Training Plan was discussed. Highlighted areas were additions and changes from the Oct. 12 meeting. This is a working document that will be updated by Jane.
- Johnna agreed to head up the creation of a Diversity website. The Diversity website will have the minutes, events, etc. listed. Johnna will take the lead on the Diversity website. If you have ideas for the website submit them to Johnna or bring to the next meeting.
- Jane shared that she and Heidi Anderson are working on tracking and being strategic in tracking events that are being held. This will help promote and make everyone aware of events that are happening or being held each year. It was suggested that Brian, Laural and Ricki should be the responsible people for this. Another suggestion is to have a sub-committee. A lot of information on training needed and event information can be found in the IDI inventory prepared by Ricki for South Central College.
- Workshop and In-Service days scheduled for spring semester are being held on January 6 (faculty only), February 24 (faculty only) and 4/6 all college. Nancy Genelin indicated that she would like something on diversity planned for all three of the days. A speaker or keynote is being planned for the January 6, workshop day with the topic being, "how and why to weave diversity into the curriculum." What topics, activities should be offered was discussed. Should a survey be sent to faculty? Kirstin will share at the next meeting some feedback she has received for ideas. Laural will ask Ricki to review the IDI information for suggestions. Discuss ideas and suggestions for the 1/6 and 2/24 workshop day at the next Diversity meeting.

### **Committee Training:**

- Laural sent out information on the Facing Race program. Alexandria is a college that is very involved in diversity initiatives.

The Next Meeting is Scheduled for  
Wednesday, December 14, 2011  
11:00-1:00  
Heritage Hall and B114

Please send agenda items to Jane.