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# SOUTH CENTRAL COLLEGE



## DIVERSITY COMMITTEE

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January 11, 2012  
11:00 a.m. – 1:00 p.m.  
MINUTES

**Present:** Keith Stover, Linda Beer, Ann Anderson, Ricki Walters, Jane Greathouse, Kathi Rusch, Nancy Genelin, Brian Fors, Kirstin Cronn-Mills, Sri Pudipeddi, Carol Freed, Heidi Beske, Kathy Olson, Sandra Woods, Marilyn Weber, Tracy Stokes-Hernandez, Laural Kubat

**Excused:** Fanah Adam, Brian Wollum

**Absent:** Suzanne Nordblom, W.C. Sanders

### **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.

Kathi Rusch moved to approve the minutes. Ricki Walters seconded.

Diversity Committee Ground Rules modified list was distributed by Jane Greathouse.

### **Name Change:**

There was more discussion on changing the name of the committee. Suggestions: President's Diversity Council, President's Diversity Committee, President's Diversity Team, Action Committee  
Jane will send out an e-mail for members to vote.

### **New Meeting Day/Time:**

Jane sent a doodle poll to the committee looking for day and time for spring semester meetings. Thursday or Friday was suggested so the President would be more available. Another suggestion was to move the time from 10-12 noon. Jane explained that changing the meeting day and time to a Thursday or Friday limit attendance by several of the members. The committee decided to leave the meeting day the same with the understanding that President Stover might not be able to attend all meetings due to conflicts. The committee asked that Jane send out a doodle poll to see if members could meet from 9-11 or 10-12.

### **Discussion on Ways to Diversify Membership:**

It was suggested that the meetings be 1 ½ hours long instead of 2 hours. Jane shared that 9-10 people have volunteered to work on the training plan. Faculty/staff may be more apt to commit to a project, etc. rather than the meetings. The committee would like to see student involvement. Heidi recommended student focus groups or student forums possibly once per semester to bring students together. Must have a topic and be specific as to what the expectations would be for students. Students want to see action. It is too inconvenient for students to be at a 2 hour meeting. Tracy shared that TrIO has a work study student interested in being part of the retention committee. There needs to be recruitment efforts on the Faribault Campus. Nancy

shared that the committee needs to define what this membership should be by campus, by department, etc. MSCF campus leaders can appoint faculty to committees. Students have shared some concerns to Heidi. They are waiting to be invited to a meeting. It was suggested they be invited for special topics. Jane asked for a couple of people to work on student involvement spring semester. Heidi Beske and Tracy Stokes-Hernandez volunteered to set up some student focus groups by the end of the semester. Linda Beer has some good information on focus group models. Ann Anderson will help with marketing. Heidi and Tracy will be added to future agendas to evaluate the effectiveness of the focus groups.

#### **By-laws:**

Jane and Nancy will work on creating by-laws to support the committee's purpose.

#### **Questions/Concerns**

- President Stover will talk with Russ regarding the removal of the benches in the Garden Court for more accessibility.
- Global Connections Conference - Tabled until next meeting

#### **Chief Diversity Officer Update:**

- Brian has been involved with Karen on the construction projects. He shared that the bathroom remodeling on the North Mankato Campus will be much more accessible.
- Brian has been in contact with a couple doing a documentary on the reconciliation ride. SCC will be showing the film here. The community will be invited. No date and time yet.

#### **Events on Campus and Community:**

Sandra Woods-Annual Greater Mankato Diversity Council luncheon-Tuesday, February 7, at the Verizon Wireless Center. Confirmation of attendance must be made by Friday, January 20.

Kathi Rusch-The U.S. Dakota War of 1862 Speaker Series-Gustavus College/Alumni Hall-January 17, 24, 26, from 4-5:30 p.m.

Laural/Ricki-Martin Luther King, Jr. Commemoration MSU, M Halling Recital Hall, Performing Arts Center Laural would like to encourage more Diversity Committee Members to attend as it is co-sponsored by South Central College.

Heidi-YWCA Women of Distinction Award-Deadline for nominations is January 20. Young Women of Distinction honors a woman under 30. Jane will send out an e-mail to faculty to see if they have a student to nominate. The English Corner was suggested as a possible area for recommending a student. Criteria are listed on the YWCA website. Ann shared that SCC is supporting one nomination, Jo Guck Bailey. A suggestion was made to nominate SCC's Global Connection next year.

Ricki-Brown Bag Presentation-March 13, Lynn Kuechle, presenter

Marilyn Weber-Diversity Audit Tools, Assessing Disability within Diversity in Higher Education-Audio Conference-February 16, 2:00-3:30 p.m. – Jane and Marilyn will arrange.

Barb Feit will be asked to communicate with Greater Mankato Diversity Council on events that are happening. Kathi Rusch shared that the National Alliance for Partnerships in Equity Education organization has asked us to submit a proposal about our STEM Equity Project.

Brian-Presenting on the Dakota War-January 18

Heidi-Rock the Caucus-Feb. 1, Satveer Chaudhary, former Minnesota State Senator will be on campus to talk to students on the workings of a caucus.

Heidi-Chris Emmanuel will be speaking about the painting he will be doing for Faribault Campus-Feb. 21.

Linda Beer shared SCC's role in the South Central Regions "Beyond the Yellow Ribbon Network," serving our military and veterans.

#### **Training Updates:**

##### **Mandatory Diversity Training:**

- Kirstin shared what activities were done at the faculty January in-service. She hasn't heard any negative comments. It was suggested that the staff participate in a similar activity.
- Book read in April is The Absolutely True Diary of a Part-Time Indian by Sherman Alexie. Laural is looking for a speaker.

**Voluntary Training:**

- Carol will check with St. Olaf contact & student group to have them present the Faribault Diversity Study that was done.

**Diversity Website:**

- Tabled until February meeting

**Recruitment & Hiring:**

- Goal 4 Strategy 1-Increase the Diversity of SCC's Employee Pool by Strengthening Recruitment and Retention Procedures and Practices:
- February agenda will include a review of the Affirmative Action Plan. Laural will lead the development/changes to the plan.
- Laural will be on the February agenda to talk about new employee diversity training.

The Next Diversity Committee Meeting is scheduled for: February 8 from 11-1 p.m.