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# SOUTH CENTRAL COLLEGE



## DIVERSITY COMMITTEE

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February 8, 2012  
11:00 a.m. – 1:00 p.m.  
MINUTES

**Present:** Keith Stover, Linda Beer, Ann Anderson, Jane Greathouse, Kathi Rusch, Nancy Genelin, Brian Fors, Kirstin Cronn-Mills, Carol Freed, Heidi Beske, Kathy Olson, Sandra Woods, Marilyn Weber, Tracy Stokes-Hernandez, Rickell Nelsen, Laural Kubat, Johnna Horton, Dan Zielske, W.C. Sanders

Excused: Fanah Adam, Sandra Woods, Ricki Walters, Sri Pupeddi

Absent: Brian Wollum, Suzanne Nordblom

**Guests:** Wayne Whitmore, Beth Danberry

### **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. Dan Zielske seconded.

We were reminded of the Diversity Committee Ground Rules.

### **Special Guests:**

Wayne Whitmore showed a short clip of a film on autism. He would like to bring the 90 minute film to SCC and the community at the end of March. He is asking for \$500 or \$600 for marketing and snacks. The Diversity Committee/President's office will find the money for the event. Wayne will work with Brian.

Beth Danberry, Research and Planning Project Coordinator, explained with a handout the results of the survey on SCC Students' Perception on Diversity and Cultural Competency. The survey shows how important cultural diversity is by program. The survey shows the responses from the different programs. This is recent information from program reviews. It was suggested that they add this survey to current students.

She also shared the CCSSE survey results from 2008-2011 from the Community College Survey. There were six questions from the CCSSE that asked students about diversity. Beth reviewed our score for each question compared to other colleges. It was shared that our college has more homogenous than many of our counterparts, which could be the reason for some of the scores seen on the survey. Keith shared the need to be strategic about it – how to get other cultures into occupations.

### **Status on Action Items:**

Tracy Stokes-Hernandez updated us on the student focus groups. The first one was scheduled for today, 2/8. They are scheduled for 3 times this semester on both campuses. They will be asking two questions: What

were things that made you feel welcome when you came to SCC? What can be done to make students feel more welcome? Tracy was asked to bring back the results to our next meeting.

Jane distributed a draft copy of the by-laws that she created using the advisory committee by-laws as a resource and MnSCU's.

Some comments:

- Maybe need to stagger the membership
- Does it allow for continuing membership
- Why were groups listed on the purpose statement?

Ann Splinter and Linda Beer volunteered to work more on the by-laws.

Jane received 16 responses on the committee name change. Jane will send out a survey with the top 3 choices to be voted on. She will doodle for alternative time changes.

### **Questions and Concerns:**

Dan Zielske reported that he has been advising Amy regarding the sensitivity issues with the Native American groups. He reported that there is a lot of tension among the Native American community right now on how they want to memorialize/celebrate or what they want to do. Committee members agreed that Amy is doing a great job with the Global Connections Conference to make everything right. There will be presenters from the Native American community.

### **SCC Diversity Plan Progress-Other Items:**

Facilities – Progress on procedure language for facility discussions-tabled until March meeting

Recruitment and Hiring-Laural would like 30 minutes at the next meeting to review the Affirmative Action Plan. Discuss what kind of training should we be doing.

Some suggestions for New Employee Orientation:

- Talk about who our students are
- Use the apple activity
- Discuss how diversity will impact them
- Talk about definitions, what is diversity, etc.
- Include students with disabilities
- When looking at demographics break out by campuses
- Have a Diversity Committee member let them know that this committee exists
- Have a representative from TRiO/Access & Opportunity present
- Put together a glossary of diversity definitions

Laural will put in writing what will happen at new employee orientation.

There are some definitions listed in our Diversity Plan. MnSCU's website has a glossary of diversity definitions. Kirstin agreed to put together the start of a glossary of definitions. She will start with the words already listed in the plan.

The committee would like to spend 1 hour at the March meeting having a discussion on recruitment and hiring practices.

### **Facilities:**

The restroom's remodeling process is moving forward with accessibility accommodations all being met. The fitness center is moving forward.

### **Updates and Happenings:**

- CLIMB Theatre coming April 11, at 3:00 p.m. – discussion on differences

This is funded through a grant from Minnesota Council of the Arts and \$600 from South Central College.

- Mixed Blood Theatre will be here on April 19.

Kirstin announced that the PRIDE Club will be selling valentines on 2/14 for .75 each with proceeds going to REACH in Mankato.

There is a Retention/Recruitment meeting today. Ramiro will be speaking on activities he's been involved in. He has also talked about the application and FAFSA process to be admitted to our college and the difficulties students have completing this information.

Carol will contact the St. Olaf professor, Katherine and ask if she and the two students are available to attend the April Diversity Committee meeting and share the outcome of their study, "After the Welcome Center: Renewing Conversations about Immigration & Diversity in Faribault.

The April Diversity Committee meeting will be held on the Faribault Campus and all faculty, staff and students will be invited to the presentation.

**The next Diversity Committee Meeting will be March 14, 2012**