
SOUTH CENTRAL COLLEGE



DIVERSITY COMMITTEE

March 14, 2012

11:00 a.m. – 1:00 p.m.

MINUTES

Present: Dan Zielske, Heidi Beske, Sandra Woods, Johnna Horton, Mitzi Kennedy (guest), Brian Fors, Laural Kubat, Nancy Genelin, Ann Anderson, WC Sanders, Rickell Nielson, Tracy Stokes-Hernandez, Ricki Walters, Kirstin Cronn-Mills

Excused: Keith Stover, Linda Beer, Kathi Rusch, Carol Freed, Marilyn Weber
Absent: Brian Wollum, Suzann Nordblom

Guest: Mitzi Kennedy, Charles Steinbach, Ryan Maloney

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.

Nancy Genelin moved to approve the minutes. Anne Anderson seconded.

Name change – Jane reported that the top 3 names will go into the monkey survey for voting. Watch for details from Jane.

Website update – Jane had a conversation with Steve Mills of some ideas of what to do and what will happen – until we have content, cannot really get rolling on the project. Website presence should be seen within next month or two.

Bylaws – Ann & Linda met and edited first draft – will take more discussion – review it and **PLACE ON AGENDA FOR NEXT MONTH** Guest Mitzi Kennedy provided comments on the bylaws, purpose and membership to date – can see the connection between purpose and affirmative action plan – need to point out the committee’s role in terms of affirmative action – first page of affirmative action plan highlight that piece and make connection between committee and affirmative action goals for the college; education and knowledge outcomes may be intertwined.....that is the piece that connects affirmative action and diversity, also duty of president – diversity/affirmative action team responsible ...policies and procedures – representation Making that connection and what the role of this committee is in affirmative action; part of the purpose..... Ann will talk with Linda and make additional recommendations, take more discussion; let Mitzi take a look at the language.

Guest – Charles Steinbach – learning piece – ask questions – develop expertise
Brian Fors introduced Charles and explained about meeting at a Phi Theta Kappa presentation.

Charles spoke to his experience at school and how specifically he does things. Born with extreme chronic paranoid schizophrenia; chemical dependency counselor (friend) encouraged him to go to college; started college – learned to fill out papers, wait for the process and has started classes. Doesn't worry about what will happen, just experience it, in the moment and not worry about what happened before. Experiences – knows how to ask for help – very important in his life; be the best schizophrenic he can be – live in 2 worlds at the same time – coming to college – build a network of people to support him; lot of people with mental illness start school and don't finish, help the college work with students to become successful; make them feel safe (or they wouldn't feel safe); introduce self to instructors and explain what happens – structure himself and have initiative and drive and confidence to be the best he can be. Always in his thought process and brain; written 2 books; has a son; responsible dad, advocate for him when needed; college gives him the freedom to be himself; builds confidence in people who come to school with a mental illness and treat them as a real person;

Brian Fors asked how the college – what specifically have we done to help you along and what could be done to improve it. Explain to the person that it is okay to come and ask for help. Repetition and consistency help the most. Brian – one thing at college that said to you that we were opening the door – yes – you let me be me. Feels safe here. Not one specific thing

Jane G – question – how to respond to students who it is felt have issues and challenges – but how to create an environment; have Charles go to the rooms; they will not come up – he can speak with them;

Charles – thought processes – wants to get a degree in chemical dependency and work at SPRTC – lectures at SPRTC; mental illness will not get easier – you will see more – diagnosis left and right;

Wrote 2 books – in the case by the bookstore in a case.

Dan Z – episode coming on – do you realize its coming on – or how would we notice – they couldn't come to class, turn in homework, tendency of absenteeism; very quiet and hidden; no life management skills or problem solving;

Dan Z – some cultures – your condition would be seen as sacred and people would come to you because of your journey and helps others come; sacred pipe and carry on with traditions;

Nancy G – every student – something brought them here – initiative or desire; stay open to all of that;

Ann A – proud that we provide and continue to provide a safe environment; old discover program – directed state initiative at females – self esteem; non-traditional careers;

Mitzi – accessibility – community colleges – what makes us different – offers that – nature of our college – 60% students – low income, underrepresented, non-traditional and disabled students; and what is our responsibility in terms of success; how to help students;

Jane – related note – as a teacher – more training to be better at helping students share their stories; be accessible; Sandra Wood – structure and helping develop structure and learn in a different manner; timing of conversations is not always convenient;

Hiding of disabilities and how our culture sees it – often look down on it; native Americans see it as medicine; be open to them; help us get through things; Heidi B – health survey since 2004-05 – last 2 surveys also include everything that touches the life of a student, including mental illness – last 3 years of data – 39% of students – yes – diagnosed with mental illness; Heidi – Lisa Schickling – has a book and does a presentation on it; snapshot of student health could be shared with faculty/staff – have presentation for the diversity group – eye opening

Updates – Facility discussions- Brian Fors – construction of restrooms are moving forward – fitness center changes (construction) – Heidi and WC and Karen and Brian will be involved in this – will have a fitness space that will include – discuss the accommodation – will not have shower and locker space this year – budget and restroom shutting. He also stated that the new LAPC faculty office is ready to go in a few weeks. Front administration area will also be remodeled.

Upcoming events – Climb Theatre – Mixed Blood Theatre – presentation April 19th mixed blood, april 11 is climb theare – 16 or 17 – Wayne Whitmore and Sue Steck, April 6 common read – looking for group leaders; team should volunteer to be group leaders; sent research information out; native American history – will send some out on Dakota; Free Press discussion regarding memorial; talk to people; Jane – proposals on how to have conversations – Brian – can't be done in the Free Press and not effective to come up with poems; Dan Z –

regarding – our area doesn't talk about the fact that there is a strong white supremacist group east – i95 and i90 corridor – element of this area – not vandalizing; do come to diversity events, i.e. powwows etc.... Brian Fors – racial equity collaboration conference every year – call out for proposals to host – usually in the Twin Cities; - has specific requirements for space and support – SCC fits requirements – date is set for Friday and Saturday November 16 and 17. March 30th would be proposal deadline – good spot this year – Kirstin – global conference this year – wait until next year instead; check to see if 2013 would work; Nancy G – intended audience or attendees – expect 350 people; overview of conference history – dealing / discussion on anti racism and racism; OVERCOMING RACISM CONFERENCE Brian – investigate – send link to the group – Jane will forward on – Ann Anderson - -proposal – find out if serious about hosting outstate – MNSCU not always open – FREC Facilitating Racial Equity Collaborative; Jane G – March 21st – Kuma Takamura – will lecture regarding Japanese culture Sandra Wood – Kuma and Bukhata doing STEM in St Clair, LeSueur Henderson and St. Peter – could use some STEM people to be part of it and learn and present with him; let Sandra or Kuma know; Vice President to contact Dean of STEM about this

Recruitment and Hiring – plan – attracting more employees of color and background and engage in hiring practices – have conversation with HR department – Jane – critique our college and look at how we can do things better; best and promising practices and what to do to make things better
Laural – presentation – background/information – how to get the numbers for Affirmity Action Plan disparity plan – Mitzi and Laural discussion – Mitzi – gave insight and perspective; Laural – numbers – come another time – plan is on line under hr tab; responsibilities of all – add a diversity community responsibility to this plan. Charles was an example of mental illness/diversity;
First document - #1 by Laural – letter and form to employees every 2 years – new employees fill out similar – bottom has affirmative action section; self acknowledgement – disability least accurate – won't identify;
#2 – all applicants fill out --- veteran piece – if qualified, must get an interview
#3,4,5 – same but different groups—look at #3 – explain – protected groups (women i.e.); 11 administrators, 8 are women – 72.7% are women – what's available instatewide census – 38 %
Not under-utilized in area for administrators; professionals – disparity – 180—mape, faculty – 84 (under half – 46.7 % 56.3 % -- 13 underutilized in professional area;
Have improved since 2010; refer to the other tables;
Table #6 – guestimate – how many can hire in professional area – 2010-2012 – hire one (goal)
Disparity o sheet – table #7 – hiring people – admin – short on minorities; goal would be – hire a minority; professional – short in all 3 categories (not meeting expectations); - June – do numbers again – will use 2010 census numbers;
Document 8 – part of affirmative action plan – pre-employment plan – fill out aa form; if qualified, make sure they get an interview; Laural would talk to the hiring supervisor; peer review of layoff determination; retention plan – old – what diversity, Ricki and others have done; Laural – fyi – separation data – why people left and how many – discharged, laid off, retired, died, etc. Analysis to show fairness; recruitment plan (affirmative action) – legislative library is filing location – now asking if we do any social media sites for recruitment; facebook, linked in, neo-gov – on MNSCU and HERC (through MNSCU); diversity websites – Minnesotadiversity.com; Midwest higher education consortium; look at websites; when posting on Free Press it goes to monster.com
Ann S – 228,000 spent? No 28,000 spent – page 22 – will correct;
Laural – advertising—diversity and Hispanic outlook—general SCC ad in these – would diversity pay for it;
Nancy G – far advance deadline – look at as diversity deadline;
Summarize – Jane G – in terms of recruitment and hiring – diversity –
-retention/recruitment plan – list what has been done – not plan—have data on who has applied in the past and separation data; shared several websites advertised on and potential places to advertise on it; missed opportunity (protected group) – chart – 2011 calendar year – classified – AFSCME; unclassified
Classified – last year disparity – 10 total for the whole year; affirm action 3 non adff were 7 and non-affirmative justified – 8;
Jane – could put report together – look at whole picture; should see on annual or quarterly basis – mmb report quarterly; Mitzi – language in there – understand better – Ricki – need to develop the next affirmative action

plan; section in the plan for retention and recruitment in the affirmative action plan – please review before the next discussion – developing the next 2 year plan – Mitzi – input on goals and how we have arrived at them; Brian – challenge is not getting applicants – do not pay for travel for interviews – that eliminates them; Mitzi more discussion in how we do interview processes; Jane – next month – more time for this discussion; grow as an institution; link to affirmative action – be fully informed when coming to the meetings; Laural – affirmative action plan from MMB – very prescriptive – aa officers meet quarterly and get ideas from other colleges

GUEST SPEAKER -- Ryan Maloney – graduated in 2009 – statement and thoughts – Intercultural student association office – “At the time I knew the office was something special, but I didn’t realize how special. I find myself looking for what we had in the office. (Friendships, understanding, etc.) I can’t find anything remotely close. I can find people celebrating diversity everywhere. But it lacks the interconnectedness we had in the office. In the office we celebrated our own personal diversity and then took it a step further. We celebrated the person’s diversity standing next to us. (Not just from our immediate group, but all groups) The process allowed us to come together and establish an understanding/common ground. Society has a lot of celebration, but it lacks the interconnectedness between groups.

Ryan -no longer have a multicultural center here – need trust – OCD and bi-polar disorder; students need to develop trust within the group; Jane G – how did trust develop in that office – time – discussion – Brian Fors – what was unique about that office structure than another student space that allowed you to do that? Like i.e. student lounge – staff – general staff wouldn’t understand; Ann Anderson – TRIO office – get a little of it going? Have you used MSU TRIO (similar) office? Ryan – first came to MSU – difficult – go to organizations – have to tell everyone your story; Ricki Walters – size of the space – okay – Kirstin – purpose – TRIO focused in different way; multicultural focused – student driven; planned for meetings; Jane G – faculty advisor for multicultural group is re-organizing; ask students how to develop – have students on hiring panel and have a staff person in the center; Internship at Northwestern Mutual – one more semester in economics; thanks for being vocal about what students need and want; Sandra Woods – important pieces that bond – ability and space and coming together to tell stories and out of this comes trust ;How could the center be improved – unsure of keeping the office open or closing – Kirstin – handout – article about 3 things to successful diversity – little different look – Jane G – Amy Magnus – Global Connections in October – looking for speakers – as well as community who can speak to diversity and global topics; will email handouts Heidi and Traci – results of focus group - **talk about at the next meeting** – Jane – question to Brian about language – conversion for building accommodations; Brian will send the reminder info to him.

Last minute comments? Johnna – library – space for student artwork

The next Diversity Committee Meeting will be

**THE NEXT MEETING IS SCHEDULED FOR
WEDNESDAY, May 9, 2012
11:00-1:00**