
SOUTH CENTRAL COLLEGE



DIVERSITY COMMITTEE

April 11, 2012

11:00 a.m. – 1:00 p.m.

MINUTES

Present: Mitzi Kennedy, Brian Fors, Nancy Genelin, Ann Anderson, Keith Stover, Linda Beer, WC Sanders, Rickell Nielson (Student), Tracy Stokes-Hernandez, Ricki Walters, Kirstin Cronn-Mills, Jane Greathouse, Marilyn Weber, Al Kluever

Excused: Laural Kubat, Kathi Rusch, Sri Pudipeddi, Dan Zielske

Missing: Brian Wollum

Guest: Jennifer Ceminsky

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.

Minutes – Ann Anderson moved to approve the minutes. Ricki Walters seconded.

New Members – The group welcomed Al Kluever as a new member and Mitzi Kennedy as a returning member to the committee.

Employee Diversity/Cultural Competence Training Program – Jennifer Ceminsky presented the SCC Comprehensive Employee Diversity/Cultural Competence Training program for 2012-13. The group applauded the work of the sub-committee that created the plan: Jennifer Ceminsky, Ricki Walters, Brian Fors, Wayne Whitmore, Marsha Danielson, Kurt Dershem, Ramiro Alvarez, WC Sanders and Folake Adalakun. The plan includes in-service training, “Wake up to Diversity” breakfast events and Diversity Champion training. It was noted that the training plan meets Strategy 1, under Goal 5, of our current Diversity Plan.

Discussions followed regarding the need to have student involvement become a bigger part of what we do in regard to diversity training. The question was raised as to whether or not students should be asked to join the common book read. Brian explained that the First Year Experience course will offer a book read for students. Ann commented that the Global Book Reads have included student participation. A possible monthly student event (example: Chili Tuesday) was suggested as a way to involve students. Discussion followed regarding the need to incorporate diversity directly into the curriculum for our programs. Al pointed out that a focus on people with disabilities might be missing from the training. Marilyn suggested that we might want to add a student panel on traumatic brain injury. Members were asked to direct ideas for speakers and events to the Chief Diversity Officer as well as to the Diversity Committee for future consideration.

A lengthy discussion followed on the Diversity Champion Training. Questions were raised as to whether or not the Diversity Committee should incorporate training in our monthly meetings, or add the training (six sessions) to our schedule. No decision was reached. The group recommended making it required training for the Administrative Team. It was agreed to have the Administrative Team Training and the Committee training as two separate training sessions (Vote: 2 joint training; 8 separate and 1 abstained).

The group was extremely supportive of the plan as presented. The plan has great continuity due to the involvement of the Greater Mankato Diversity Council. Jane suggested pre and post-testing of the training. The sub-committee will be asked to continue their involvement.

Diversity Allies – Kirstin Cronn-Mills updated the group on a voluntary diversity/multicultural training called Diversity Allies. It's similar in format to the Safe Zone training we've had here, and she developed it in conjunction with Kelly Meier (Institutional Diversity) and Jessica Flatequal (LGBT Center/Women's Center) from MSU. Two pilot training sessions are scheduled for Tuesday, April 24 from 3-5 and Friday, April 27, from 2-4. The same content will be covered at both sessions. Members wishing to take the training can email Kirstin. This training could be added to next year's schedule.

Diversity Definitions – Kirstin reported that the National Multicultural Institute Diversity Glossary has been purchased by our library and can be used to help update our diversity definition. The group can add to our agenda for next Fiscal Year or a possible summer retreat.

Bylaws – Linda, Mitzi and Ann worked on the 3rd revision of our By-Laws. The group agreed that three of the original duties from the first draft should be added back in. A great deal of time was expended on the discussion involving needed changes in the membership. The group agreed to add the job description that relates to the Chief Diversity Officer to the By-Laws. The group changed the term for the Chair and Vice-Chair to two years rather than one. All changes are reflected in the 4th draft of the By-Laws and will be reviewed again at our May meeting before final approval.

Update/Events- We ran out of time to provide any updates and events.

The next Diversity Committee Meeting will be

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