

Diversity Committee Meeting Minutes

Wednesday, September 12, 2012 9:00 AM-12:00 PM

Faribault B114; North Mankato E128A

Members present: Jane Greathouse (Acting Chair), Xavion Turey, W.C. Sanders, Steve Pottenger, Dan Zielske, Keith Stover, Kirstin Cronn-Mills, Linda Beer, Nancy Genelin, Sandra Woods, Kathryn Rusch, Tracy Stokes-Hernandez, Al Kluever, Laural Kubat, Johnna Horton, Ramiro Alvarez, and Ann Anderson

Additions to the agenda included: Diversity Training for Faculty Workshop Days in January and a possible new Diversity Committee logo.

No Minutes from our June 12, 2012 Meeting. Jane Greathouse will send them out next week.

Jane reviewed the ground rules that were sent via email with the agenda.

Discussion followed on our path for 2012-13 that included:

Subcommittees (Example: Reviewing content and making additions to our website). The group was cautioned against adding too many subcommittees and by involving the right people from the affected work areas (ie: working through Laural Kubat when it is an HR issue). The group felt that a work team concept (similar to the 'Ask Anyone' team) could be utilized for specific tasks.

Expectations – If you are serving as a member of this committee you need to be committed and be open to taking on responsibilities as part of the committee.

Inclusion - The group discussed the use of this term rather than "diversity". The MnSCU definition was read by Nancy Genelin. The consensus was that "inclusion" was a much broader term by definition. The group agreed that "Inclusion" was the spirit of everything we do and should not be used to define our committee.

Concerns and Issues: SCC student, Qadar Abdi spoke to the group requesting prayer space. He spent a great deal of time providing details on his Muslim faith and the need to pray 5 times per day (currently 6:30 AM, 11:30 AM, 2:00 PM, 4:30 PM and 6:30 PM). He presented a list of 23 SCC North Mankato Campus students that support the request. The room does not have to be large but needs a curtain to allow women to have a private prayer space. Sound is not an issue, as most prayers are silent. The space could be shared by other religions; however, the men cannot view women in prayer. Currently the TRiO office and other open classrooms are being used for daily prayer that takes 3-5 minutes. The Faribault Campus also has had similar requests. Al Kluever cautioned that more classrooms will be locked when not in use for security purposes. After questions and answers, the student left and a long discussion followed. State funds cannot be used at a state institution for prayer space. The group needs to revisit the email from MnSCU General Counsel, Gail Olson. The group discussed the possible designation of a 'quiet or meditation space'. The group asked what other MnSCU institutions as well as what European

colleges are doing to meet this type of request. President Stover agreed to follow-up on the backlash that Minneapolis Community and Technical College received when they instituted similar requests. This request will be put on the October Meeting agenda. Jane will get back to the Mr. Abdi presenting a realistic picture on possible future action based on MnSCU's policies and limited space for dedicated space. Caution was raised for future demands for additional space if we grant permission. The group of students could explore the potential for a Muslim Student Organization for weekly meeting space. Members are asked to explore creative ways that other colleges have handled this type of request.

Kirstin Cronn-Mills reviewed the Diversity Allies training. The D2L module and 2 hours of classroom will be offered on Fridays October 26th and February 23. This will provide participants with a larger theoretical background and deeper issues to explore. CEU's can be offered. March 21, 2013, SCC students will have an opportunity to participate. We have also added 2-days of diversity training to the First Year Experience (FYE) curriculum this year.

Kirstin's duties for the year include:

- Presenting the Diversity Allies Training
- Conversation Day for Students – Ability to share student stories and talk about diversity topics over lunch (one day per month)
- Develop resources for the Diversity website
- Create interactive displays in the libraries

Mentor Program (Goal #7, Strategy #3 of our Strategic Plan) – Needs discussion and possible work group. This will be added to a future agenda.

Members discussed a possible writing project to capture international student stories that can move individuals from you 'head to your heart'. Others suggested a 'listening' program.

Global Conference is scheduled for October 11 & 12. The Diversity Committee agreed to co-sponsor one of the keynote speakers. Anyone interested in creating an artifact display for the library should contact Jane. Members are asked to implore faculty to get their students involved in the conference. Jane will work with Amy on the conference outcomes.

The group reflected on the first 'Wake-Up to Diversity' training. Approximately 40 people attended. Comments included:

- Good information on a complex issue (mental health)
- Could have added an expert and additional resources
- Liked the small group and stories that were shared
- Needed more time for what SCC could do
- Difficult to cover all aspects of the topic
- Food can be pared down for future breakfasts

Bukata Hayes from the Greater Mankato Diversity Council has been hired for the Diversity Champion series, Wake-Up to Diversity training, January Faculty In-service training as well as for resource development.

Common Read – There was a concern as to how to involve students. FYE Common Read from last year is thought to have been a good first start. Other ideas included: Involving the author; dedicating a lunch time for all FYE participants with faculty and staff facilitating the book discussion; “Read and Feed” something to consider. Members are asked to submit their ideas for the common read to Jane. It was suggested that we could begin with selections not used last year.

Members reviewed the Annual Diversity Report and Jane acknowledged that we were commended by the HLC for the work we have accomplished.

Grants - \$150,000 is available from MnSCU for mini grants. SCC would like to re-administer the IDI survey and expand the Campus Climate survey to students. Ricki Walters is applying for the grant funding.

Facilities – Johnna Horton has been involved in numerous meetings regarding the renovation and expansion of the Faribault Campus. She assured the group that we would have accessible doors in student affairs, the bookstore and library. The developers have been sensitive to the potential for deaf and blind students and very open to sound and light needs to accommodate those students.

Added agenda items:

January Faculty Workshop – Bukata Hayes will be providing Diversity 101 training for faculty. The group will invited staff for the 90 minute training.

New Logo – Kathryn Rusch addressed the need for an updated logo. Ann reminded the group that our name has not yet been approved. When the name has been approved the group agreed that a student competition run through Student Life is appropriate. The Diversity Committee could provide a Bookstore gift certificate for the winning entry. Ann and Kathi will work with Heidi Beske when the name is approved.

October 10, 2012 is our next meeting and the first Diversity Champion Training session. Same rooms- B114 (Faribault) and E128 A (North Mankato).

Meeting adjourned at 12:00 noon.

Respectfully submitted,

Ann Anderson, Acting Secretary