



**Diversity Committee Meeting**  
**Wednesday, November 14, 2012 9:00 am – 12:00 pm**  
**Faribault B114; North Mankato E128A**  
**Minutes**

**Members present:** Laural Kubat, Kathi Rusch, Johnna Horton, Sandra Woods, Linda Beer, Ann Anderson, Jennifer Ceminsky, Xavion Turey, Nancy Genelin, W.C. Sanders, Keith Stover, Ramiro Alvarez

Nancy moved to approve the agenda and Xavion seconded.

Ann moved to approve the October 10, meeting minutes and Sandra seconded.

Johnna added "AQIP questions" at the end of the agenda.

**Announcements/Concerns:** Power in Diversity Leadership Conference January 24-27, 2013 at St. Cloud University. Topic: "We are the change: Where do we go from here? Flyers will be posted on the Diversity Bulletin Board. Ramiro will be attending the Multicultural Affairs Conference at Minnesota State University, Mankato on November 15 & 16, 2012.

**Safe Zone Training:** The committee was asked if there is an interest in Safe Zone training again this year. A couple people have made a request. The training is 2 hours long and would be the same training as last year. A question was asked if there was anything showing up in the surveys indicating a need for training. Laural will look at the PACE survey, will ask Ricki about the IDI and Johnna will check with Beth on the SSI survey.

TRIO, Student Life and the Diversity Committee will sponsor a student event called "What's Your Story?" on February 12, from 5-6:30. Students will be invited to share a story about love or family. The event fits under Goal 6.3 of the Diversity Plan. Prizes will be given. The Diversity Committee would need to pay for food. Student Life and TRIO will talk about how to pay for the prizes. The plan would be to offer one each semester, using a different theme each time.

**Prayer Space:** A couple students have requested a need. We need to respond to the students. Linda Beer, Johnna, W.C. and Jane Greathouse met to discuss it. More discussion needs to take place so that it is done well with guidelines and a plan. We need to be aware of the challenges. Jane is doing research on what other colleges are doing. Some colleges have experienced problems. Xavion suggested having community members help with the communication and the issues. Keith shared that Bukata would be a good resource to give us guidance and direction. Keith has asked Heidi to do the research on the room availability. It would probably be a rotating space not a dedicated space. It would be a quiet space for all students.

Jane Greathouse reported on the Chief Diversity Officer meeting she recently attended. The topic of the day was focusing on affordability of college.

The focus was on two points.

- Financial aid staffing,, are the staff trained in working with diverse backgrounds?

Data that needs to be researched:

- Affordability of diverse backgrounds
- Default rate of diverse populations
- FAFSA completion
- Parents not providing tax information

**Mixed Blood Theatre:** Some concerns and questions were raised.

- Is there a need to promote more?
- The name could be confusing – some may not know the concept
- Need some education
- Keith mentioned convocations (most did not know what he meant)

Jane shared that she is planning some activities for spring semester. Efforts this semester have been on the training. A bulletin board has been purchased for posting information. Linda will work with Jane on finding a location for the board. Jane has found it quite challenging to lead the college as the diversity officer and being a Dean. Work groups should be helping with activities.

**Work Groups:**

**Website:** Johnna reported that the by-laws, Diversity Plan, Minutes and structure on available on the website.

**Employee Training:** Bukata will be presenting at the January in-service and will be open to faculty and staff. It will be taped.

**Campus Events Calendar:** Jane sent via e-mail the Campus Events Calendar Planning – She asked for thoughts and suggestions.

Student Outreach/Involvement: No Report

**Community Outreach:** No Report

Ann, Heidi and Kathi are meeting next week on the logo. Ann asked the committee to think about the possibility of charging a fee for some of the activities which could put a value to the event.

**AQIP Questions:** What process or policy was made? What data was used? What was the outcome?

Next Agenda Items:

- Ramiro will report on the Multicultural Affairs conference at MSU, M
- Ann will report on the logo