



Diversity Committee Meeting
Tuesday, June 16, 2015, 9:00 10:30 a.m.
Faribault: C36, North Mankato: C129

Meeting Minutes

Attendees: Tracy Stokes-Hernandez, Ricki Walters, Teresa Neubert, Nicole Hamilton, Xavion Turey, Kathi Rusch, Heidi Wyn, Jane Greathouse, Kirstin Cronn-Mills

Welcome & Announcements: Tracy

Discussion Items

Civility & Respect During Meetings

Nicole discussed how we need to continue to be respectful of one another during our meetings and to be more mindful when we disagree with each other. She discussed developing ground rules for the committee and making sure that everyone on the committee is aware of the ground rules. It was brought up there ground rules for the committee already exists. Tracy will look in the shared drive for the existing ground rules (she did find them, and they were sent out the committee on 6/17/15). Nicole and Ricki will look over the ground rules and make any additions or changes needed and bring it to the committee for review/vote.

Bylaws & Officer Positions:

We are in need of someone who wants to serve as chair-elect for 2015-2016 then take over as chair of the committee for 2016-2017. Let Tracy or Nicole know if you are interested in serving in this role.

Diversity Committee Initiatives for 2015-2016

Kirstin brought up the idea of going back to the 2013 training plan that was put together by committee members, and implementing that for 2015-2016. The focus of the 2013 plan was civility & respect. Tracy will look in the diversity shared drive to see if she can find the 2013 training plan (Tracy did look in the shared drive on 6/17/15 and did not see the training plan. There was one from the year before, but not the respect & civility training plan).

It was then brought up that maybe we want to do a training plan around the topic of neurodiversity in order to capitalize on a possible author visit by Temple Grandin in February. The NM Foundation might bring her in for the Ag Symposium and we may be able to have her do a presentation on autism and open it up students and employees.

Tracy will send an email to the committee so we can vote on how we would like to proceed.

Common Read

Jane brought a proposal for the 2015-2016 Common Read. Since we did not get a chance to hold an official vote for book topics, she proposed we do one of the following:

1. **Wait until spring 2016 to begin the Common Read and organize events for one semester.** We could use the fall to ask for topics, book recommendations, and vote. There is some wisdom in holding the common read for a single semester – less course overlap, easier to manage events, remains fresh...
2. **Go with a theme about mental illness/health.** This was the second highest vote-getter last year and we actually have a great list of books that students and employees recommended (and that were part of the vote last year). We could go back to this list and vote on one as a committee. The great thing about this is that we did get input from everyone on the topic and list of books.
3. **Adopt a memoir by Temple Grandin.** It sounds like the NM Foundation might bring her in for the Ag Symposium Feb 9-11. Their angle would be more of an agricultural one, but Tami Reuter thinks we could have her do several presentations and have one of them be more about autism and open it up to students and employees. The challenge is coordination but the benefit is that they would pay for it. Also, it is not finalized...but...if they don't go with her, we could explore bringing her in ourselves.
4. **Go with a totally different idea** that someone on the committee is passionate about and is willing to lead the common read (and I would be JUST FINE with this!).
 - a. Kirstin Cronn-Mills --- Suggested a book about the civil rights movement. Could be very cool. We could show Selma at some point. Lots of speakers/media material/etc.

Most at the meeting liked option number 4, and wanted to with the topic of civil rights movement. Xavion suggested that we explain to the college community that due to the fact we are in a rebuilding stage for our committee, that we did not have an opportunity to conduct an official call for nominations for book topics. It was also suggested that we let everyone know that the topic will be Civil Rights and do college-wide vote for books on that topic. Tracy will send an email to the committee so we can decide how we want to proceed. From there, a subcommittee will work to get the Common Read going for 2015-16

CDO & Diversity Plan

Dr. Parker would like feedback from the diversity committee on what you would like to see in the next CDO of the college. Tracy will send out a draft of qualifications & responsibilities for that position and would like your comments and suggestions by Friday, June 26th, so all information can be compiled and submitted to Dr. Parker.

The Diversity Plan is on hold until a new CDO is named, at the request of Dr. Parker.

Budget

Ricki presented budget information to the committee. It was suggested that Ricki, Tracy & Nicole (interim CDO & co-chairs) decide how to divide the money so that each subcommittee knows exactly how much they can spend for the year.

Subcommittees:

Please let me know which subcommittee you would like to serve on for 2015-2016. I have each listed below.

Student Data, Retention & Success

This subcommittee is charged with gathering and understanding current enrollment and retention rates of underrepresented students. This subcommittee will partner with Student Affairs, and the Student Engagement Committee to implement college-wide support programs such as, proactive advising, and assist underrepresented students in building relationships with key faculty and staff in order to increase retention rates of this population. This subcommittee is tied to goal #3 of the 2014-2017 Diversity Plan.

Events & Trainings

This subcommittee is charged with developing and continuously implementing cultural community events and training opportunities for staff, faculty, students and community members. This will include tracking participants and evaluating the effectiveness of the training or event. The events and training subcommittee will also work to develop meaningful partnerships with leaders and agencies from diverse cultural backgrounds. This subcommittee is tied to Goal #5 of the Diversity \Plan.

Common Read

This subcommittee is charged with running the process of selecting the college common read book. The book must focus on an aspect of diversity, i.e. race, religion, socioeconomic status, gender, sexual orientation, age, etc. The subcommittee must plan events and speakers throughout the year that relates to the topic of the common read book. This workgroup is tied to goal #3 of the Diversity Plan.

Technology/Website

This subcommittee is charged to work with the college's webmaster to enhance the diversity page of SCC's website. This includes providing links and resources that will promote diversity on campus and in the community. The subcommittee is also responsible for working with the Webmaster to keep the content up-to-date.

Meeting adjourned. The next Diversity Committee meeting will be Wednesday, July 15th 11:00-12:30
C129/C36

Minutes by Tracy Stokes-Hernandez