



Diversity Committee Meeting
Tuesday, January 12, 2016, 1:00 2:30 p.m.
Faribault: B-109, North Mankato: PCR

Meeting Minutes

Attendees: Al Kluever, Elaine Hardwick, Fatima Hersi (North Mankato Student), Tracy Stokes-Hernandez, Dawn Pearson, Peter Wruck, Ricki Walters, Mitzi Kennedy

Welcome & Approval of Agenda: Tracy

Approval of Minutes: No minutes from December Meeting

Discussion Items:

Common Read Subcommittee

- Plan is to do one event each month January through April to help advertise the book selected.
- Rachel Hanel will speak on the non-fiction writer's perspective of the book in January.
- Bukata Hayes will speak on the civil rights aspect of the book in February
- Tracy has requested \$10,000 for a guest speaker—a member of the Lacks family or science expert
- Sue Steck has agreed to be on a panel discussion on both campuses in March or April. Teresa will ask other faculty experts, as well.
- Elaine Hardwick has expressed interest in leading a book talk in the garden court with North Mankato students during workshop week in April.

Opportunity/Student Retention Subcommittee

- Looked at SCC data and system data in regards to student demographic and completion information
- Created a folder in the Diversity Shared Drive as a place to collect research and best practice information on increasing retention rates of underrepresented students
- Drafted questions for a student focus group to be held in January, to find out from students what are factors that make them stay or leave SCC
- Tracy met with Susan Mucha, the Student Engagement Committee chair, to see where our two committee overlap and how we can collaborate. We have members who serve on both committees who can provide regular update to both. We're also collaborating on the student focus groups and will work together on our year-end proposal for the cabinet as it relates to student retention.

Faculty/Staff Diversity Subcommittee

- Dawn addressed implicit bias test or unconscious bias
- Discussed selection processes and how to make the job postings more appealing and where to advertise them
- Mitzi stated that the Affirmative Action Plan information needs to be better communicated as a portion of this as well

Diversity Plan (Strategic Inclusion Plan) CTF Subcommittee

- Name changed to Strategic Inclusion Plan
- Template has been constructed. Need to complete portions of the template regarding gap analysis
- Plan should be submitted in May

Budget

- Ricki addressed what she knows about the budget for the Diversity Committee
- Currently funded in the amount of \$19,355. However she is not positive on any portions of this that may be encumbered for Chief Diversity Officer stipend.
- Ricki believed enough funding to complete the Common Read activities, but requested Tracy to submit a budget for those events.

Sage Glass

- Tracy indicated she has attempted many contacts but to no avail
- Peter suggested she visit with Marsha Danielson as President Parker had indicated Marsha may have a contact that would work with us on these issues. Tracy will follow up.

Motion to adjourn at 2:00pm, no remaining business.

The next Diversity Committee meeting will be February 9, 1pm.

Minutes by Al Kluever