



Diversity Committee Meeting
Tuesday, February 9, 2016, 1:00 2:30 p.m.
Faribault: B-109, North Mankato: PCR

Meeting Minutes

Attendees: Al Kluever, Fatima Hersi (North Mankato Student), Tracy Stokes-Hernandez, Dawn Pearson, Peter Wruck, Teresa Neubert, Nicole Hamilton, Xavion Turey, Wes Taylor, Ayan Aden (North Mankato Student)

Welcome & Approval of Agenda: Tracy, Global Committee Guest will be at the March Meeting

Approval of Minutes: Tracy read over minutes from 1-12-16, approved

Discussion Items:

Common Read Subcommittee

- February 10 Civil Rights Panel on the topic of Marginalization of Afro Americans. Held at North Mankato Campus.
- There will be a panel in NM on March 23, consisting of Michelle Brielmaier, Emily Flynn, Sue Steck, Renee Guyer, and Cheryl Clendinen. And there will be another panel in Faribault on March 24, consisting of Jennifer Onji-Jenga, Juanita Schueler, Sue Steck, and Renee Guyer. The panelists will discuss the biological aspects of cell culturing, cell mutations, cell division, and telomeres as well as the ethical aspects of whether or not the Lacks family was wronged, what would have happened if Henrietta's cells were not harvested and cultured, current regulations on the usage of biological material/ownership of biological material, and the sensitivity of keeping genetic information confidential in today's world.

Diversity Plan (Strategic Inclusion Plan) CTF Subcommittee

- Tracy handed out the copy of the Gap Analysis review and recommendation document. She went through it and pointed out the areas where additional material is required to complete this.
- Plan should be submitted in May

Faculty/Staff Diversity Subcommittee

- Dawn covered this in her presentation later in the meeting

Opportunity/Student Retention Subcommittee

- Survey information was handed out to everyone regarding this topic. Survey data was obtained from Elaine Hardwick. Elaine was not present and so will discuss when she is at next meeting.

Clarification of Role and Participation of Diversity Committee Members

- Mitzi was not present so this discussion was tabled.

Process for Recruitment and Hiring of Employees of Protected Groups

- Dawn went over material in her Discussion Paper on the Intentional Recruitment and Retention Model (IRR) which was handed out to all present.
- Dawn discussed Affirmative Action as it relates to this model. She also talked about the training that needs to be done on selection committees. She discussed possibilities of recruitment agencies and collaboration in this venture with other institutions.

Café Food Offerings

- Fatima discussed the possibility of looking into expanded food offerings in the café that do not include pork or are vegan options.
- Tracy indicated she would talk with Mark Baas about this.

Motion to adjourn at 1:54pm, no remaining business.

The next Diversity Committee meeting will be March 8, 1pm.

Minutes by Al Kluever