

NORTHLAND

COMMUNITY & TECHNICAL COLLEGE

Diversity Task Group Meeting Minutes

Thursday, April 4, 2013

3:00 p.m.-4:00 p.m.

Room 129 EGF and Room 545 TRF via POLY COM

Members Present: Dean Dalen, Eugene Klinke, Kassandra Klinkhammer, Kate Schmalenberg, Mary Fontes, Wesley Stainbrook, and Jennifer Zarns (recorder)

Topic	Responsible Party	Discussion/Outcome
Follow-up	Gene	<p>TRF Multicultural Club Advisor: Gene thinks a good person for this position would be someone like George B but he has not had a chance to connect with him yet. Gene will have conversation with Shannon J. will take place to see if we could add to this position description.</p> <p>A request has come in for an activity to increase awareness and support of GLBTQA: Gene has met with the Epic Pride club at the EGF campus. They were told we can support them in activities such as speakers who will come to the campus.</p> <p>SEM Questions (attachment): We looked over the indicators and what areas we need to improve in.</p> <ul style="list-style-type: none"> • PI- Underrepresented (Pell eligible, 1st Generation, Student of Color) • PI- Students of color • PI- Non-traditional (By decade) <p>Identify Strategies (attachments): The identified strategies are below.</p> <p>Best Practices for recruitment and retention discussion (attachment): The identified strategies are below.</p> <p style="text-align: center;">Diversity Strategies Identified</p>
	Gene	
Action Strategies	Mary/Gene	

1-10 are retention related
11-22 are recruiting related

1. Performance Indicator: Provide Wash Stations

Strategy: To provide wash stations for students during their prayer time

Cost of Execution: High

Potential Impact: High

2. Performance Indicator: Add Diversity Centers

Strategy: To have more diversity centers in the commons for students to have direct access

Cost of Execution: High

Potential Impact: High

3. Performance Indicator: Entrance at campuses welcoming all people

Strategy: Display flags of countries represented, including native flags

Cost of Execution: Medium

Potential Impact: High

4. Performance Indicator: Enhance cultural activities on campus

Strategy: Have additional activities on campus that relate to different cultures-example- different food days

Cost of Execution: Low

Potential Impact: High

5. Performance Indicator: Reinstate the computer rental program

Strategy: Some students may not have the financial resources to buy a computer up front, we could also we could have a differentiated pay scale to accommodate students who have a lower income

Cost of Execution: Low

Potential Impact: High

6. Performance Indicator: Enhanced professional development opportunities to reduce bias in the workplace

Strategy: We could incorporate videos into training on D2L

Cost of Execution: Low

		<p>Potential Impact: High</p> <p>7. Performance Indicator: Add an advisor to work with students of color</p> <p>Strategy: Cost of Execution: High Potential Impact: High</p> <p>8. Performance Indicator: Reapply for the TRIO grant when grant becomes available</p> <p>Strategy: Cost of Execution: Medium Potential Impact: High</p> <p>9. Performance Indicator: Hire more tutors of color</p> <p>Strategy: Cost of Execution: Medium Potential Impact: High</p> <p>10. Performance Indicator: Encourage faculty members and provide professional development opportunities to faculty about the importance regarding the multitude of learning services available to all students</p> <p>Strategy: We could accomplish this by using faculty testimonials Cost of Execution: Low Potential Impact: High</p> <p>11. Performance Indicator: Diverse marketing</p> <p>Strategy: Conduct targeted marketing to special diverse populations, i.e. marketing in tribal newspapers and other forms of media that appeal to populations of color Cost of Execution: Medium Potential Impact: High</p> <p>12. Performance Indicator: Outreach</p> <p>Strategy: Get reconnected with the (MNACC) Minnesota Association of Admissions Counselors of Color activities and events Cost of Execution: Medium Potential Impact: High</p>
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Next Meeting Date		Monday, April 22