

Equity and Inclusion Committee Meeting Minutes

January 31, 2018

3:00 p.m. – 4:00 p.m., 290/662

Present: Carey Castle, Jason Pangiarella, Brian Huschle, Jodi Stauss-Stassen, Chad Sperling, Jim Retka, Mike Curfman, Kristi Lane, Curtis Zoller, Jackie Kuznia and Julie Fenning (recorder), and Jon Slater (student)

Absent: Nicki Carlson, Kari Koenig, Mary Fontes.

1. **Climate Assessments** – Kristi shared that she will be conducting the PACE survey for employees. An email will come to all employees from HR. This is a requirement from the system office. CCSSE/SENSE survey is a cost to the college. There are only a few questions that can be specific to NCTC. Might have to purchase an additional module to add questions. If you have an idea of a tool that could be used, share with Kristi.
2. **Budget Update** – Carey provided a handout regarding the budget. There are currently three different cost centers. Should we combine all into one budget? Is the amount correct? Do we want additional funds? Recommendation was to join them into one cost center.
 - a. **Feast of Nations Tickets** – 29 requests, only have 20 seats. Jason requested to purchase additional tickets \$25, per student. \$225 to purchase tickets for the students who have requested them. It was approved from cost center 453021 for \$225.
3. **Livingroom Conversations** – Curtis Zoller shared activity that was presented during ASA Deans conference. The idea would be to have this group participate first, and then continue it on throughout the college community, including students. Challenge would be to get faculty on board from the beginning so they can help lead activities as table monitors. We could use this activity during in-service as well. The goal would be something to adopt throughout the entire college. This topic will be discussed at President's Council.
4. **Diversity Brochure** – Jason shared a brochure that he will use in prospective student materials. It has some generic marketing language and the rest is diversity-related. Please review and forward any edits to Jason by Friday, February 2nd.
5. **Native American Advisory Committee Requirements** – Jason explained the requirement to have a Native American Advisory Committee. We need 10 students in order to form the committee. Jason communicated to self-identified students, with only one response. He will continue to communicate each year as this is a legislative requirement.
6. **Equity and Inclusion Plan Update**
 - a. Student Member Input – Students shared a letter with ideas to involve students in the diversity planning for the college. The idea was to have student leaders start proposing their own language to the diversity plan that they would like us to consider. Jason will convene a meeting and bring back recommendations to the group as a whole.
7. **ACTION ITEMS:**
 - a. **Budget** – Reduce to one cost center.
 - b. **Living Room Conversations** – Add to President's Council agenda for leadership to go through the process. Curtis
 - c. **Diversity Brochure** – Any edits to Jason by Friday. Work with Chad on the website.
 - d. **Native American Advisory Committee** – Look at alternative ways to recruit students. Linnea will assist Jason.

- e. **Students will Review Current Plan** – Jason is going to convene meeting with students and Carey to seek their input.
8. **Next Meeting Date** – Committee recommended that the meeting be scheduled in late April. Meeting adjourned 3:59 p.m.