

NCTC Diversity, Equity, and Inclusion Committee Minutes

Wednesday, February 13, 2019

3:00 – 4:00 p.m.

Room's EGF 290/ TRF 662 /AC16

Members Present: Amal R Abdi (student), Gabrielle M Clavo (student), Mike G Curfman, Colleen Kukowski (recorder), Linnea Schluessler, Chad A Sperling, Jacey A Atilano (Intern/student), Jason M Pangiarella, Kristi A Lane (chair), Curtis J Zoller

Members Absent: Tiffany M Beneda, Mary L Fontes, Brian J Huschle, Kari L Koenig, Lynette L Neppel, Maureen F O'Connell, Orlando Rosa (student), Jodi M Stauss-Stassen

1. Student Input: Proposed new ideas and activities:

- a. **“There here” Event:** A discussion was held to talk about the “There here” event. This event is to encourage and spread awareness of a “face from around the world” in our college. It was discussed to have the faces of Northland applied on all platforms (brochures, website, online, mail, etc.)
- b. **Student life, class or orientation:** A discussion was held regarding student life and orientation. The student senate would like to have an open house to showcase our student diversity. They would use this as a cultural event to connect and gain awareness of our students and community diversity that can be held at any time throughout the semester. It was suggested that this be held during Welcome Week.
- c. **Introduction to D2L and around college:** A discussion was held regarding introducing D2L and new students to the college. A suggestion was made to reintroduce Student Success Day (this was an event held in the past on the TRF campus). The faculty would hold various workshops for students to experience the classes and meet other students. This event was held once per semester and we provided a boxed lunch. In addition, Admissions/Advisors were available to have walk-in appointments available for students who may have questions. This would also be a great time to introduce Welcome to Minnesota kits or information to the students that may not be from the area.

2. **Approval of minutes:** It was noted that the diversity brochure has been completed from the last meeting. Jason Pangiarella motioned to approve minutes and Linnea Schluessler second the motion. Minutes were approved.
3. **Budget:** An update was given on the diversity budget. The Equity and Inclusion Budget is now one budget for both campuses and the multicultural budget is separate.
4. **Northland Diversity Plan:** The committee held a discussion regarding the current Diversity Plan. A few of the changes that were discussed are as follows:
 - a. Goal 1.1.7: On hold; did not happen due to grant not being awarded.
 - b. Goal 1.3.2: Northern Connect is most used in aiding students; creating a pipeline to Bemidji State. They provide free application (mail and online) if students have a 2.5gpa or higher. Credits are transferable.
 - c. Goal 1.3.5: Not applying to TRIO; Applying to Student Support Services.
 - d. Goal 1.3.6: Cross-out but do not actually remove from the plan.

ACTION ITEM: Add separate time to discuss the goals altogether and apply new design to updated goals.
5. **Dr. Pickett:** There was a follow-up discussion was given on Dr. Pickett's visit. Dr. Pickett came to Northland and observed the campus and campus life. He said he enjoyed speaking with the students and liked the campus he was impressed with both.
6. **Upcoming Meeting Items:**
 - a. **Equity lens:**
 - i. **Policies:** When it comes to reviewing policies, we need to be reviewing them with "equity lens". It is suggested to use a working group to look at the policies.
 - ii. **Curriculum/ Syllabi:** It was suggested to have faculty-driven focus groups to review curriculum and syllabi for diversity and equity. We need to ensure the use of inclusive language. **ACTION ITEM:** Research new initiatives or ideas for the above.
7. **Upcoming Meeting: Committee members should come with** concrete information for the next meeting in reference to the Diversity plan. What to change to fit the scope of the new plan? What is the purpose? What do we want to do and have applied to the new plan?

8. Next Meeting: Wednesday, April 10, 2019 Rooms TRF 662/ EGF 290 / AC 16 – rescheduled due to the CDO conference.

a. New Date: Wednesday, April 24, 2019 Rooms TRF 662/ EGF 290/ AC 16