

Northland Equity and Inclusion Committee - Minutes

Wednesday, April 24, 2019

3:00 – 4:00 p.m.

Room's EGF 290/ TRF 662 /AC16

Members Present: Gabrielle M Clavo (student), Kari L Koenig, Kristi A Lane (chair), Colleen Kukowski (recorder), Jason M Pangiarella, Linnea Schluessler, Chad A Sperling, and Jacey A Atilano (Intern/student).

Members Absent: Amal R Abdi (student), Tiffany M Beneda, Mike G Curfman, Mary L Fontes, Brian J Huschle, Lynette L Neppel, Maureen F O'Connell, Orlando Rosa (student), Jodi M Stauss-Stassen, and Curtis J Zoller

1. **Approval of minutes:** Jason made a motion to approve the February minutes as written and Linnea 2nd the motion, all proved.
2. **Student Input:**
 - a. More student / employee focused activities.
 - b. Stories on the Northland website: Anyone can make suggestions to the Marketing department. The Marketing Department will then work on stories based on the program needs.
 - c. System-wide we are working on developing a diverse presenter list.
 - d. A suggestion was made to hold different sessions on Welcome Wednesday or the first week of class to help new students adjust.
 - e. It was suggested to have students (5) share their experience / story at Faculty In-service.
3. **Northland Diversity Plan, see attached:** A recommendation was made to set priorities in 3 goal areas for FY20. Come up with ideas or activates that would meet that goal area.
 - a. All committee members are to look at the plan and email Colleen with your priorities. This will give us a better focus for FY20.
4. **Items from the committee:**
 - a. Equity Lens: There is going to be training on how to view things with an equity lens. More information will be given to the committee once we receive additional details.

- b.** Vacancies: An update was given to the committee on the 47 vacancies that Northland has had at this time. We are expanding our diversity advertising and have 34 diverse candidates (ethnicity/disabilities, not counting Caucasian females) so our numbers of applications and diverse candidates are up.
- c.** Trends and Highlights: A discussion was held regarding the increase in our percent of color. We went from 4.9% (2016) to 8.4% (2018).
- d.** A discussion was held on the college wide accessibility policy.

5. Items for the next meeting:

- a.** Marketing Department, Chad: Diversity Brochure into an electronic format and place on the diversity page.

6. Next Meeting: Wednesday, September 18, 2019 Rooms TRF 662/ EGF 290 / AC 16