

## Northland Equity and Inclusion Committee - Minutes

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October 31, 2019

3:00 – 4:00 p.m.

Room's EGF 290/ TRF 601 /AC16

**Members Present:** Paul Boone, Mary L Fontes, Brian J Huschle, Sara J. Johnson, Kari L Koenig, Jason M Pangiarella, Chad A Sperling, Jodi M Stauss-Stassen, Jenelle Swenberger, Curtis J Zoller, Amal Abdi (Student), Naima Haji (Student),

**Absent:** Tiffany M Beneda, Mike G Curfman, Kristel Kizer, Kristi A Lane (chair), Lynette Neppel, ~~Gabby Clavo (Student), (Graduated)~~, and Colleen Kukowski (recorder).

**1. Approval of minutes:** Last meeting April 2019 - Committee Approved. (3:05 p.m.)

**2. Student Input:** Amal/ Naima/Jason

**a. Student Life related item (Naima):** Communication barrier between faculty and students. Would like to work to address this.

**i.** Students do not feel able/free to speak up with faculty.

**b.** Administration – not visible for students.

**c.** Suggestions –

**i.** Consider Open house for administration with students. May consider open house to include faculty.

**1.** Day without meeting – or scheduled open house such as ASC does.

**ii.** Hiring a more diverse staff so students feel comfortable. Understand that area does not have a diverse population, but need to make an effort in this regard.

**iii.** Faculty – lack of communication. Student may feel fear of speaking up.

**iv.** Resources that are available are not apparent to the students. Students are not sure where to go or who to go to.

**1.** Org charts, or cards, bios/roles, etc. – perhaps on campus monitors. Roles, who to go to. Other ways to communicate...

**2.** Welcome Wednesdays – Have an admin table/section at this.

**d. Discussion:**

- i.** Noted college's change in recruitment strategy recently to attract diverse candidates. Also noted college's student composition and staff composition as related to our surrounding community.
- ii.** Holding office hours in commons from time to time;
- iii.** Sense of reaching out. Students of color do not feel like they are being reached out to. To feel like are welcome. Important to know who people are.
- iv.** Multi-cultural club – A potential tool to create conversations.

**e. ASC Tutoring:** Availability of professional tutor in science area for Chem/Biol. This regards all students with all different backgrounds – but especially those who do not know who/how to access resources.

- i.** Sara Johnson update: Working to train Dewitt into areas; have hired two peer tutors (one on board, and one starting this week).
- ii.** Discussion: How to make the peer tutor hours more visible to students. Will have Chemistry instructors announce.
- iii.** Expressed need for professional tutor in area. Available any time.

**3. Northland Diversity Plan, see attached: Kristi**

Please come prepared to identify your top goal areas to focus on for FY20. Then we can discuss ideas or activities that would meet these goal areas.

- a. Three Ideas based on Conference from Mary:** Equity lens training for all employees, and how to incorporate in every office as a result of training.
- b. Identify ideas from student discussion above as tied to plan:**
- c. Diversity Core Theme #1:** Student senate working with Marketing to try create a campaign to reach more diverse audiences.
  - i. Fall Retreat of Student Governments** this month: TRF – Social media and stories gravitate toward specific students/backgrounds. Do not see students of color or international students in these campaigns.
  - ii.** There is a meeting scheduled with student senate and Chad/Marketing.

- d. Goal #3: (nursing department): For preconference nursing is hosting two speakers from International Institute of Minnesota.
  - i. **Statewide** meeting, but request came from NCTC faculty.
- e. **Consider – Public talks on topics related to diversity.**
  - i. (Paul Boone has done this a lot and is willing to contribute in this way.)
  - ii. Possible coordination with multi-cultural club activities.
- f. **Helping students new to area:** Providing information for students coming to area to understand social and cultural norms (e.g., TRF student athletes).

**Meeting ended here at 4:00.**

- 4. Items from Committee:**
- 5. Items for the next meeting:**
- 6. Next Meeting:** January/ February \_\_\_\_, 2019 from 3-4 p.m.