

Equity and Inclusion Committee

Tuesday, April 20, 2021

10:00 a.m. – 11:00 a.m.

Location: **Zoom**

Minutes

Members: Brian Huschle (Chair), Mary Fontes, Sara Johnson, Jodi Stauss, Kari Koenig, Mike Curfman, Chelsea Bladow, Curtis Zoller, Tiffany Beneda, Lisa Bottem, Jenelle Swenberger, Ben Hoffman, and Julie Fenning (recorder)

Absent: Kristel Kizer, Shamani Shikwambi, Chad Sperling, and Jason Pangiarella

1. **Approval of Minutes:** March 16, 2021. Approved.

2. **Upcoming Activities:**

- a. Brian emailed all employees regarding statewide activities available. Sara Johnson has been attending several sessions. Michelle Benitt in HR has also sent out workshop invitations. Mary shared that even if you cannot attend, you can still register and you will receive the recordings to watch at another date. By registering for the sessions, Mary also receives additional invitations to other similar training sessions.

3. **Update/Discussion on Guided Learning Pathways:**

- a. April 2: Report submitted by Brian and Mary.

4. **Action Plan** – We determined to set one or two goals for the year, rather than develop a comprehensive Equity and Inclusion strategic plan.

Action Plan Item: Data Review:

- UPDATE (Mary, Jason, Brian): Mary received the query from the system office for the report for Northland. She is working with Dave Dumbeck (MSCTC) to get the drill down data that we can use for analysis to identify learning gaps and make improvements.

Action Plan Item: DESR: Goal – align Dev ed course outcomes this semester:

- o **Update:** Shamani and Mike Simmers submitted.

5. CRRSSA Funds for students have been disbursed. The website has been updated.

<http://www.northlandcollege.edu/safety/coronavirus/student-crrssaa-grants.php>

6. Open Discussion:

- Looking ahead: This is the last meeting of the year. We will not be meeting over the summer.
- Brian asked for ideas for Northland to pursue separate from the system office. It was suggested to look at the climate of the college for employees and students, with regard to where we need to grow as an institution. Recommendation to President's Council would be to purchase the questions for the survey. **ACTION:** Brian will bring recommendation to President's Council. **ACTION:** Mike will research when the last employee climate survey was conducted and research new tools available to survey employees regarding climate. Janelle Swenberger shared that she does have students struggling with current inequity issues and current events



happening in Minneapolis. Brian shared that there are resources within the college for students struggling, and asked if students know about the resources? Does more need to be communicated out to students?

- There was an action plan that resulted from focus group sessions with students. We could conduct focus group sessions again. CCSSE has great resources to conduct focus groups.
- End of program student satisfaction surveys – can we add some questions on climate/student experience there.

7. Adjourned: 10:37 a.m.

