

# **MINUTES – INCLUSION AND DIVERSITY COMMITTEE TEAM MEETING**

**October 22, 2018**

This meeting convened on October 22, 2018 at approx. 3:00 pm. Members present were: Chair, Carol Murphy, members Abby Howe, VP Angela Maddy, Diane Engle, Jaime Abel, Baudiilio Hernandez, Samantha Their, VP Elaine Simmons, Nolan Esfeld, Judy Jacobs, Nicole Berger, Arlette Stratton, Melissa Stevens, and student guest, Andrew Erb.

## **INFORMATIONAL ITEMS**

Upcoming activities on the calendar were reviewed. The Great Bend campus will be celebrating Veterans Day. Fort Riley and Fort Leavenworth will also be celebrating this day. December will raise awareness on Disabilities.

## **TOPICS/NOTES**

A discussion was held regarding religious holidays and possible practices for accommodating students regarding these holidays. Chair Murphy distributed a handout regarding practices at another institution. Basically, the student is taxed with the responsibility of notifying the instructor in advance of an absence for a religious reason and the instructor will insure work can be submitted on a different date. Committee members discussed what types of religious holidays would be recognized and current attendance policies. VP Simmons shared that everything doesn't require a policy and this may be one area that could be satisfied by creating faculty awareness. It's important to have consistent classroom practices and sharing this information on a course syllabus may be enough to satisfy this requirement.

Carol Murphy will send an email summarizing the information regarding class attendance and religious holidays in order to inform faculty/staff about this issue.

## **ACTION ITEMS**

Discussed ways of utilizing the budget, which items were to be recurring, one time expenditures, and what monies could be spent now. Abby Howe suggested that the activity, Conversation Café, could potentially be supplied with beverages and snacks. As of now, all food items are donated. This activity has grown in size and scope and would be better served by expending committee funds to provide snacks.

It was also suggested to reimburse the Library for materials they used to promote LGBT awareness. Utilizing these funds as an honorarium for a guest speaker was also mentioned.

The next action item was discussing changes to the committee team charter. VP Simmons submitted a handout noting changes that she has suggested. She would especially like to avoid the term 'main' when discussing the Great Bend campus as Barton Community College is global. Discussed supporting students at all locations within the mission of this team. The Charter will be revised and sent to Team members for approval.

VP Simmons also discussed utilizing professional development resources and personnel.

**Meeting Adjourned.**