

Minutes – Inclusion and Diversity Committee Team Meeting

November 12, 2019

This meeting convened on November 12, 2019 at approx. 2:15 pm. Members present were: Chair, Carol Murphy, members Abby Howe, VP Angela Maddy, Jonathan Dietz, VP Elaine Simmons, Nolan Esfeld, Arlette Stratton, Judy Jacobs, Baudilio Hernandez, Michelle Rutherford, Nicole Berger, and Melissa Stevens.

GUEST

Mr. Ben Coffey, VP Student Services, was invited by Judy Jacobs to guest speak at the meeting today. Mr. Coffey spoke about his institution's (McPherson College) commitment to diversity and inclusion. He stated all faculty are required to take an 8 hour training on diversity and inclusion. Mr. Coffey stated over 40% of the student body at McPherson (approx... 800 students) are considered marginalized. He states the institution employs many avenues for student inclusion including an application which counts student participation. McPherson has many organizations and activities which are student led including a multicultural alliance, LGBTQ group, and leadership group. As an example of the institution's commitment to diversity, he spoke of adding a barbershop on campus so a student of color could get their haircut properly. A round of questions, answers and discussion followed. Mr. Coffey's comments were welcome and invaluable.

Ideas shared by Ben Coffee from McPherson College

- Online diversity protocol for orientation
- Listening tours conducted by staff/faculty/ student mentors
- SEALS [Student Engagement Activity Leaders] peers who are trained to actively make sure first time students are aware of activities on campus; during the first 40 days
- Required training for club leaders
- Sophomore academy for at-risk students who demonstrated leadership abilities
- Once-a-month training for faculty and staff
- Climate survey
- Recommended the southern Poverty Law Center as a good source for free diversity training materials

INFORMATIONAL ITEMS

The Salsa Dance Party on September 13th did not have the attendance anticipated but was a fun activity that celebrated the Hispanic culture.

The Mix It Up lunch on October 22nd was a moderate success. It was noted this was held on the same day as the advisor luncheon. Discussion ideas followed on how to generate more interest, ownership and preparation for this event next time around. One of the ideas referenced an NPR article on random numerical assignment.

Veteran's Day presentation was discussed. Spoke of how in the past a breakfast, luncheon and more was held with minimal participation. Arlette Stratton discussed her celebration of Veteran's Day with informational items, goodie bags distributed, etc. We will continue to work as a committee to find innovative ways to incorporate more veteran activities into our celebration.

Melissa Stevens discussed the email distribution of items related to distracted driving the week of final exams.

TOPICS/NOTES

Ideas generated from the guest Ben Coffey were discussed. Including increasing awareness of activities on campus. Abby Howe discussed how she puts together a slide presentation that displays between her classes regarding activities and important dates on campus. Positive feedback on this idea.

Team members also discussed ways to send messages and presentations to the main Great Bend campus and other satellite and remote locations.

Elaine Simmons addressed the faculty development opportunities for employees of BCC. She stated she is working with the Center and the professional development office to address this training. Different websites were referenced as helpful guides with possible activities and training.

ACTION ITEMS

Inviting more student representatives to participate in this committee was discussed with positive feedback.

Jonathan Deitz will speak with Student Council reps about taking turns attending.

Meeting Adjourned.