

Harper College
Diversity and Inclusion Committee
Meeting Minutes

Meeting Name	Diversity & Inclusion Committee
Meeting Date	April 16, 2014
Meeting Time	3:00 pm
Meeting Location	A243
Voting Members Present	Mike Barzacchini, Jack Henderson, Kris Hoffhines, Tami Kadera, Judy Kulchawik, Steve Liggio, Tara Mathien, Linda Mueller, Celina Ocampo, Kathryn Powell, Paula Saltzman, Bev Riley (for Roger Spayer), Amy Vogelgesang
Voting Members Absent	Amirah Nasir
Non-Voting Members Present	Barb Koenig, Lauren Salotti, Michele Robinson
Guests	Adrian Summerville, Noah Begashaw, Julio Cesar, Andrew Gray

Meeting Minutes

1.0 Approval of Minutes: March 19, 2014 minutes were approved

2.0 New Business

- ***Student Panel***

- Students Adrian Summerville, Noah Begashaw, Julio Cesar, and Andrew Gray discussed their experiences as members of minority groups at Harper College
- They mentioned micro-aggressions they have encountered from students and faculty
- They strongly felt that the key to a good educational experience is to become involved in groups and to take advantage of the various resources available to students
- Counselors were very helpful, supportive, and influential to them
- Center for Multicultural Learning was highly praised for the inclusiveness and safety it provides to minorities
- The location of the CML, close to counselors, allows for a bond to be formed between officers of the various clubs, faculty, and counselors
- CML allows people from different groups to mingle
- The panel would like for faculty to become more educated about diversity
- The Diversity & Inclusion committee enjoyed the panel discussion very much and will schedule a panel again next year but hopefully earlier in the academic year

3.0 Old Business

- ***Diversity IEM Target Reflections***

- The task is to determine how to measure if Harper is a diverse college or not
- A Diversity Scorecard will be created to help with this process. A plan will be written and addressed next year
- In order for change to take place, it takes a lot of discussion and every person has to be willing to change the culture of the college
- One program to improve retention and diversity is to establish Employee Resource Groups (ERG)

- New Hires and resignations need to be monitored and measured
 - The Symposium on “ Unconscious Bias” this year is a good way to begin the awareness process
 - The role of the committee is to begin these discussions on how improvements can be made.
- **EEO Statement Progress Report**
 - A draft of an equal opportunity statement was distributed
 - Either the statement can be rewritten or the references to gender identity and gender expression can just be added to the existing statement
 - The committee decided that it is not the charge of the committee to revise the statement. It was decided that the statement should be addressed by the Human Resources Committee with the support of the Diversity & Inclusion Committee. Support will only be given if gender identity and gender expression is added
 - The committee does not want to push forward the new statement and have it declined because it should have come thru the Human Resources Committee
 - If the Human Resources Committee has questions they should contact D & I for clarification
 - If it is not the charge of the HR committee then D & I will act on it
 - **Symposium Update and Job Assignments**
 - As of April 16, 189 people had registered. Last year, approximately 137 registered and 119 attended
 - Food has been ordered
 - Raffle prizes will be given. People must be present to win a prize
 - Volunteers are to arrive no later than 8:00 am the day of the symposium. Dress should be business casual (or a bit more formal)
 - Committee members will serve in the following roles:
 - ❖ **Registration** Table - Barb, Judy, Celina
 - ❖ **Transition** from Registration to dining room AND Amphitheater to dining room at 10:45:
 - 8-8:30 – Amy & Steve. Need one more volunteer
 - 8:30-9 – Kathryn & Paula. Need one more volunteer
 - ❖ **End of Program** – Celina. Need one more volunteer to stand at doors as people exit to collect evaluations and distribute “save the date” cards
 - Programs, pads, pens, and evaluation forms will be placed on the tables in the amphitheater ahead of time
 - Committee members should think of themselves as the host/hostess for the event. Be warm and welcoming
 - All committee members will help in any role that needs to be filled
 - DREAM will immediately follow at 12:15 in the dining room. No need to RSVP. Committee members are invited

4.0 Comment Period – Time for non-members to provide input and comment

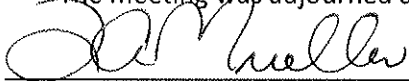
- None

5.0 Future Meeting Dates, Times, and Locations

- April 30, 3:00-4:30 A243 (unofficial meeting for whomever can attend)

The meeting was adjourned at 4:30 pm

Approved: _____



Date: _____

