

President's Advisory Committee for Inclusivity
Equity, Diversity and Inclusion Strategic Planning Committee
Meeting Minutes – 10/23/2018

In Attendance: Brenelle Braganza, Rebecca Mattis-Pinard, Desiree Sholes, Michael Salmon, Jill Stevenson, Sarah Nelson-Wright

Not In Attendance: Bree Bullingham, Romello Rodriguez

Agenda

1. Introductions
2. Purpose of Equity, Diversity and Inclusion Strategic Planning Committee
3. Framework Development
4. Timeline

Purpose of Equity, Diversity and Inclusion Strategic Planning Committee

- Discussed the reason why we are developing an institutional strategic plan around equity, diversity and inclusion.
 - a. To develop a plan for the college that provides recommendations and equitable steps towards achieving a more diverse and inclusive MMC community over the next 5 years.
 - b. Will provide the college with explicit, strategic and community wide action oriented approach to the college's spoken commitment to diversity and inclusion.
 - c. Will create a shared language around this commitment and provide accountability to departments and divisions
 - d. The plan will complement MMC's current strategic plan and will use language from that plan to build off of.
 - i. Only two areas that explicitly talk about Diversity and inclusion but will use language incorporated throughout the strategic plan to build our plan.
- Will have Kerry give a public charge to the college community in order to demonstrate institutional priority

Framework Development

- Will pull language from throughout the strategic plan to show interconnectedness
- Must come up with shared language that underscores the importance of this work and so all members of the college community can be invested.
 - a. Use language from the college's strategic plan so it feels connected
 - b. Why do we value diversity, what are the benefits to it and why is it something we should be committed to?
- Discussed whether we provide a framework for the plan to develop out of or do we allow the community conversations to build the framework.
 - a. Reviewed a potential framework which included the following:
 - i. Campus climate
 - ii. Access and Retention
 - iii. Scholarship and Learning
 - iv. Community engagement
 - v. College-wide accountability
- Agreed that the framework would come from the community through conversations open to everybody

- Clear effort has to be made to ensure that everyone is on the same page.
- Open spaces where staff, faculty and students work together in groups and be assigned to one of the frameworks and given specific questions then come back and report to the group.
- Benefit of this process is that it will give people a space for their ideas to be heard, interesting ideas come about and shows how much agreement there actually is amongst individuals.
- This format feels more productive than town halls because in a smaller group can have something that developed out of discussion. The committee and charge can establish what the key priorities are but can learn from different individuals how differently everyone can look at each item in the framework.
- Potentially do working groups, write up reports then report out to various group settings – faculty council, staff town hall and student government meetings

Timeline

- Have to consider timeline of Board meetings and Faculty Council when figuring out timeline of completion.
- Will aim to have first draft completed by March in order to have faculty approval, with final approval in April by Faculty Council and approval by Board of Trustees in May.
 - a. Will organize community conversations that are made up of all members of the college working in small groups
 - b. Meet with Faculty, Staff and Students to involve community in the process
 - i. Use Faculty Council Meeting on Monday November 26th @ 1PM as an opportunity to hold one of the community conversations
 1. Will get confirmation from Jill that this day will be available
 - ii. Use of faculty development day in January to continue discussions
 - iii. Use SGA Student Assembly on Monday October 29th @ 1PM to discuss the development of the EDI Strategic plan and to invite students to the upcoming community conversations
 - iv. Use Staff Town hall on Monday November 19th @1PM to discuss the development of the EDI Strategic plan and to invite staff to the upcoming community conversations
 1. Kerry will be asked to present in order to get staff buy in and because Rebecca will not be available to present on that day.
 - v. Two Community Conversations will take place the week of November 25th from 5-6
- Current subcommittees will be focusing on areas of concern for the immediate year.
- Must be mindful that the work that they're doing in their committees doesn't go against the work of the strategic planning committee.
- Discussed if providing a framework will limit the ideas generated from the community conversations
- The plan will have actionable tactics needed to take on in order to achieve measurable goals and as a way to get institutional buy in.
- Discussed the importance of articulating clearly and early why this matters and how it enhances the MMC experience
- Have to consider laying out the benefits for diversity amongst different perspectives based on what people respond to, financial, academic, retention and ethical reasons.
- Digital survey for part time faculty to be a part of the process. Will follow up with Bree to be mindful of impact with the Union.
- Will meet again Tuesday November 6th which will be our final meeting prior to implementing community conversations

Commented [RP1]: Received update from Jill that this day does not work but Wednesday November 28th is available