



*DEI Council Agenda
10.13.22
Founders Room*

Chair: Robert Lucas

Roll Call:

<input checked="" type="checkbox"/>	Rob Lucas
<input checked="" type="checkbox"/>	Jipaum Askew
<input checked="" type="checkbox"/>	Bea Gordon
<input type="checkbox"/>	James Walton
<input type="checkbox"/>	Kaylyn Meyers

<input type="checkbox"/>	Lisa Meyer
<input checked="" type="checkbox"/>	Mike McNally
<input checked="" type="checkbox"/>	Wendy Harris
<input checked="" type="checkbox"/>	Lydia Dover
<input type="checkbox"/>	

<input type="checkbox"/>	Eric Howard
<input checked="" type="checkbox"/>	Emily Forthman
<input checked="" type="checkbox"/>	April Teske
<input checked="" type="checkbox"/>	Anna Davenport
<input type="checkbox"/>	

Agenda Items:

- I. Call to Order 1:05pm**
- II. Approve old Minutes – all old minutes approved including last month’s**
- III. Items for Discussion**
 - **Discuss revised draft remote work policy – committee had discussion and agreed to revise paragraph 3 of the policy statement to remove language that states “the college cannot require that employees work remotely”. After discussion with Dr. Taylor we decided to table the policy and work on procedures and guidelines connected to it. We will schedule a meeting with him to develop these further before next meeting.**
 - **Policies updates – vacation/sick transfer policy was sent to executive council and it was approved with changes. The transfer policy was sent back for revision to employee relations.**

- **Team updates –**
 - **professional development team – It was presented that the team had discussed identifying positions to be cross-trained; the team discussed how to identify which positions should be cross-trained first. It was communicated by the DEI committee of the need to start cross-training in key positions and to assess where we have holes in our coverage. It was asked if there is a list of key positions/roles identified. It was suggested that there should be a method of communicating who has cross-trained and on what. The committee wants to communicate back to the team the importance of moving forward with this project and ask if they need our help.**
 - **Cultural Awareness – CA team has the pumpkin decorating contest ongoing. It is sponsoring a pink-out day on the 21st, as well as a costume day and contest. The are still discussing whether to have holiday vendors.**
 - **Employee Relations – ER team is discussing ways to recognize employees for their various efforts and events. Also they discussed an employee excellence award – a monthly award.**
- **DEI events planning – Mike wants to organize events for Black history month, have an event/presentation with the art collective (with Mike Faris), Mike McNally would like to give a presentation about student trip to lynching(?) museum; introduced canamac productions equity experience and Rob will send a link to the intro to the experience for the committee to review and see if this is something we want to consider sponsoring at the college; Should we sponsor a presentation of global/cultural awareness and problem-solving results to the wider community. We will share some of those results at the next meeting. The president is having Paul Hernandez come to speak to the college and will speak about cultural challenges kids face. He also works with Achieving the Dream. Dr. Taylor will provide us with Paul’s book. He will visit the college on January 9th.**

IV. New Business – Dr. Taylor asked the committee why he thinks this is a very important governing committee at the college. April discussed how this council impacts employee engagement. The success document has key performance measures which all tie into employee engagement – employee preparation and performance, cultural condition, and

satisfaction. He asks us to focus on how we can “move the needle” on these areas. We discussed OER and equity. We talked about developing a statement to pass along to other teams and councils: “We believe that OER addresses areas of inequity in student resources for classwork and that as a college we need to look at ways to incorporate open resources at all levels of our work and educational practice.” We will revise this statement and look to send it to an appropriate committee for college wide adoption.

Adjournment - 2:49 pm