DEI Council Minutes
10.12.23
River Room
1 p.m.

Chair: Robert Lucas

Roll Call:

X	Jipaum Askew		Karen McGoy	X	Amber Suggs
X	Anna Davenport		Lisa Meyer	X	Jennifer Watkins
	Tony Gerard	X	Donna Price		
	Wendy Harris	X	Felicia Rouse		
X	Robert Lucas		Kayla Sauerbrunn		

Agenda Items:

I. **Call to Order**
- **Meeting was called to order at 1:06 p.m.**

II. **Approve old Minutes**
- **Old minutes were approved with minor changes. Jipaum moved; Karen seconded**

III. **Items for Discussion**
- **Committee updates**
  - **Employee Relations**
    - **Felicia reported that November employee excellence award nominations were open; Leaves for Laura raised $2,050; There were some questions brought from the team about their role in the policy process. Felicia will**

report to the team that we will communicate them as needed regarding policy development

- Cultural Awareness
  - Felicia reported that the team did not meet due to the Hispanic Heritage event. The council complimented that event; It was announced that November has "hunger and homelessness awareness week" and that the team will work to recognize it.

IV. New Business

- Karen made motion to have Rob remain as chair and we would send out an email to elect a co-chair. Jipaum seconded. Motion passed. We will solicit nominations for co-chair from among the members of the council.
- Policy numbering process - Felicia presented on the numbering sequence of policies. We had discussion about the numbering system and how best to designate policies numerically. Amber made a motion to accept a numbering system that numbers main policies in hundreds (A4200, A4300) and then related procedures as decimals within those hundreds - moving in either .5 or .10 increments (A4200.5, A4200.10). Motion passed.
- Policy development process - we discussed the unauthorized animals on college property policy in terms of where it should fall in the new numbering system. We discussed the extent to which all the policies under the "safety and wellness" category should not necessarily be under the review of DEIB. Felicia stated that she will get clarity on the numbering system and whether the unauthorized animals on college property policy can be the Animals on Campus policy which is under the Safety and Wellness category in our policy portfolio. Donna proposed that we call the main policy the Culture of personal safety and wellness policy to make it fit with our interests as a council. Felicia will work with Dr. Taylor for clarification on policy responsibilities and on the title of the animal policy. Jipaum made motion to table and Donna seconded. Motion passed. We discussed that we will look at all policies from the DEIB lens. Each policy should fulfill the requirements of our definitions to create an inclusive culture.

Adjournment – Karen moved to adjourn and Amber seconded. Motion passes. Meeting adjourned at 2:50 p.m.