

DEI Council Minutes 2.8.24 River Room 12 p.m.

Karen McGoy

Lisa Meyer

X Felicia Rouse

Donna Price

X | Kayla Sauerbrunn

Chair: Jennifer Watkins/ Kayla Sauerbrunn

R<u>oll C</u>all:

- X Jipaum Askew
- X Anna Davenport
- Tony Gerard
- X Wendy Harris
- X Robert Lucas

Agenda Items:

I. Call to Order

a. The Meeting was called to order at 12:08 pm.

II. Approve old Minutes

a. Rob motioned to approve the 1.18.24 meeting minutes and Karen seconded. Motion passed. Minutes approved.

III. Committee Updates

a. Employee Relations

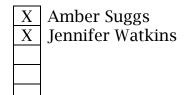
• The committee has not met since the last DEI meeting.

b. Cultural Awareness

• Donna reported that there are several activities planned during February in celebration of Black History Month. Plans for March include hosting guest speakers representing a variety of ethnicities.

IV. Old Business

a. Unauthorized Animals on College Property Policy update



- Policy has passed and will now go on to Employee Relations for procedures review and approval.
- **b.** Culture of Fair Treatment Policy
 - Following a review and discussion of the policy, Wendy made a motion to approve. Jipaum seconded the motion. All council members in attendance are in favor of approving the policy as written.

V. New Business

- a. HLC
 - The HLC criterion relevant to DEI council (Employee Relations: 3.C.1, Cultural Awareness: 1.C.2, 1.C.3) was reviewed and discussed.
- **b.** Policy Next Steps
 - After lengthy discussion and brainstorming, a plan was developed to address the nine remaining overarching policies that will need to be completed. Each member of the council will work to create an initial draft of one/two of those policies before the next meeting. Policy assignments are as follows:
 - 1. Culture of Professionalism and Inclusion Wendy/Anna
 - 2. Pursuit of Excellence in Employment Practices Jennifer
 - 3. Pursuit of Excellence in Compensation & Benefits Practices Karen/Felicia
 - 4. Culture of Caring (Work-Life Balance) Jipaum/Lisa
 - 5. Pursuit of Quality in Payroll Practices Karen/Felicia
 - 6. Culture of Equity & Support Amber
 - 7. Culture of Confidentiality & Respect Kayla
 - 8. Culture of Fair Treatment Completed
 - 9. Culture of Continuous Improvement Rob
 - 10. Culture of Safety and Personal Wellness Donna

VI. Adjournment

• Rob motioned to adjourn and Lisa seconded. Motion passed. Council adjourned at 12:59 p.m.