



DEI Council Minutes
2.8.24
River Room
12 p.m.

Chair: Jennifer Watkins/ Kayla Sauerbrunn

Roll Call:

<input checked="" type="checkbox"/>	Jipaum Askew	<input checked="" type="checkbox"/>	Karen McGoy	<input checked="" type="checkbox"/>	Amber Suggs
<input checked="" type="checkbox"/>	Anna Davenport	<input checked="" type="checkbox"/>	Lisa Meyer	<input checked="" type="checkbox"/>	Jennifer Watkins
<input type="checkbox"/>	Tony Gerard	<input checked="" type="checkbox"/>	Donna Price	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Wendy Harris	<input checked="" type="checkbox"/>	Felicia Rouse	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Robert Lucas	<input checked="" type="checkbox"/>	Kayla Sauerbrunn	<input type="checkbox"/>	

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.