

Diversity & Equity Committee

Meeting Minutes

Nov. 18, 2021

Attendees: Dani Trimble, Sue Orchard, Dana Cummings, Sydney Benson, Shiree Bent, Abbie Leavens, Alé Sanchez, Marie Boisvert, Gabino Salgado, Jennifer Houge, Danielle Casey.

Old Business:

- A. Climate Survey: debrief of presented options
 - a. CCCSE Race Ethnicity
 - b. PACE Survey Racial Diversity Subscale Report

Discussion over PACE and CCCSE survey questions. CCCSE questions have better phrasing and are more specific. PACE survey questions won't help us in the fact that they are vague and won't give us conclusions on what needs to change. We need to come up with recommendations and why they would be most effective. We have funding to pay for these. We've already paid for the CCCSE and we can use funding for climate surveys in non survey years.

CCCSE happening Winter/Spring. Employee survey still being examined. No set time to start yet.

Is the CCCSE with the race and diversity portion happening at the same time? According to the website the Race and Diversity portion should happen after the original CCCSE survey.

Do we have concerns about using two different instruments for faculty and staff and if so should we just use the HEDS survey we've been working on?

Listening sessions along with it? Do we wait a year before doing that? Should we do both together?

We need to invite students to give feedback to make this more qualitative. We shouldn't disregard voices out of assumption.

We are still trying to figure out when we have to have a decision made. Waiting on ELT and Legislation. We want surveys for faculty, students and staff done at the same time. Our recommendations need to be clear and frame it around the legislative intent.

Should we wait for more members before making big decisions? We have received 4 applications so far.

Do we stick with HEDS or go with PACE? Seems most people vote for HEDS.

New membership applications open until Dec. 10th. Try to continue to recruit until then.

Reminders:

- A. Next Meeting will be Friday, December 3, 2021. This will be the last meeting before January