

DIVERSITY COMMITTEE MEETING

January 31, 2020

12:00 p.m. in Ag Hall Conference Room

MEMBERS: Eric Reed (Chair), Judy Bowmaster-Cole, Tee Bush, Rachel Faber, Rosa Jurado (absent), KayLee Rasmussen (Student Senate President), Tyler Faber

The NCTA Diversity committee meeting was called to order at 12:01 p.m. with the above referenced individuals in attendance.

COMMITTEE MEMBERSHIP

- KayLee Rasmussen was recognized as a member of the committee as Student Senate President.
- In an effort to be inclusive and encourage membership, the committee decided to add the following sentence (in italics) to the Diversity Committee mission posted on the NCTA website: “Committed to creating a diverse and inclusive work and learning environment free from discrimination and harassment where everyone feels valued, respected, and included. *Membership is open to all faculty, staff, students, and any other interested individuals.*”

DIVERSITY COMMITTEE BUDGET

- The Diversity Committee now has a budget. Limited funds will be allocated from the General Education Division budget and may be used toward diversity and Diversity Committee-sponsored events and activities.

ASSESSMENT OF FALL 2019 PROGRAMMING

- The committee reviewed the previous fall’s assessment results.
 - Number of events scheduled: 7; (down 50 percent from last year)
 - Recorded attendance at all events: 200+ (down from 735+ from last year)
 - Topics covered:
 - Title IX Compliance for students
 - Preventing Sexual Assault
 - “The Hook Up” (program on avoiding sexual assault)
 - “Say What?” (program on microaggressions and creating a more respectful environment)
 - Native American Stereotyping in Popular Culture
 - Bullying
 - Authentic Colombian Dinner (Diversity Meal)
 - 64 percent of student respondents said they felt **more knowledgeable** about event topics as a result of the event. (Results exclude Diversity Meal)
 - 33 percent of student respondents (61/184) said they believed event topics were **more relevant** to their own lives as a result of the presentation. (Results exclude Diversity Meal)
- The committee reviewed written responses to the following survey questions:
 - What, if anything, did you learn from this presentation that you did not expect to learn?

- What, if anything, did you disagree with in regard to this presentation or event? What experiences in your background or culture cause you to think or believe differently?
- What did you learn from this presentation that can be applied to your own life?
- The committee discussed ways to encourage more hosting of diversity events by divisions and departments while simultaneously recognizing that everyone is busy.
 - Judy noted that many diversity initiatives are going on within classrooms.
 - Judy suggested the committee remind divisions and departments of the value, requirements, and reasons for hosting diversity events.
- The committee discussed the apparent lower participation rate at diversity events last fall.
 - One possibility is that students are not receiving or using the survey link which is sent to instructors in freshman orientation courses.
 - The committee discussed the possibility of returning to paper surveys.
 - Eric asked that he be allowed to try improving the current process by simplifying the survey url addresses and sharing the link with event sponsors as well as instructors.
- Eric observed that many of the events last fall focused on the same or similar subject matter
 - Perhaps a wider range of event topics is needed.

DIVERSITY APPROVAL EVENT PROCESS

- Eric noted some inefficiencies in the current diversity event approval process.
 - The committee chair is not receiving information or event forms requesting diversity event status.
 - Eric will talk to the Facilities Office about improving and speeding up the process.

NEW INITIATIVES, PROGRAMMING, & EFFORTS

- The committee discussed various types of upcoming programming.
- The committee will try to hold its next meeting at Senior Living Choices in Curtis to talk with staff and residents about building relationships and working together.
- Eric mentioned the need for more urban-rural interactions.
 - Someone will reach out to the college's minority population of students from urban areas.
- Tyler noted as a veteran the value of doing something for Veterans Day and/or Memorial Day
 - The committee will do something for Veterans Day this fall. (Memorial Day is after graduation.)
- Eric is working on a couple of projects, including one for Black History Month.
- Judy is also working on a couple of projects, including a presentation by Safari Club and other participants who went to Costa Rica during Winter Break.

OTHER BUSINESS

- The committee discussed the need for event sponsors to accurately convey their event content to students and the public and to make sure institutional representatives are available to oversee all aspects of their events.
- In the future, the Diversity Committee Chair when approving diversity events will remind event sponsors about the importance of accurately communicating event content and remaining present throughout the event.

The meeting was adjourned at 12:55 p.m. The next committee meeting will be TBD.