

Equity and Inclusion Committee
Regular Meeting
10/26/16, 2:00-4:00 PM
Saint Paul College, room 3320

Present: Chris Elias (Interim Executive Director of Diversity and Student Life), Melissa Degidio (Biology Laboratory Assistant), Emily Holl (Director of Access and Disability Resources), Rachel Flaherty (Psychology Instructor), Diana Lundell (Library Technician), Isabel Pastoor (Student), Jimmy LeDuc (Theatre Instructor), Mary Crispin (English Instructor), Kathleen Gordon (Director of College Partnerships), Gregory Reid (Financial Aid Officer), Asher Edes (Student Senate Diversity Officer), Jane Graupman (Executive Director of International Institute of Minnesota)

This was the committee's first meeting. Members introduced ourselves with our relationship to Saint Paul College, our personal background, and why we value diversity and inclusion. We referred to the Equity and Inclusion Plan, which indicates that this committee is charged with generating ideas for the College, and giving feedback on initiatives considered by the Cabinet.

We discussed ambitions for the College:

- Provide students with more effective financial literacy.
- Institute hiring practices that will result in parity between the proportion of students of color and the proportions of faculty and staff of color.
- Make information about College resources more accessible to students by improving orientation, advising, and ensuring that everyone who works for the College, including adjunct faculty, are sufficiently informed about College resources to direct students toward resources.
- Seek input from students in populations that have low graduation and transfer rates about how the College could support them better.

To convert our ideas into action, we will need to collaborate with people from throughout the College. We intend to invite people to meetings for conversation about how our ambitions relate to their work.

This committee will meet twice a month. Chris will send a Doodle to schedule future meetings.