

Equity and Inclusion Committee  
Regular Meeting  
12/14/16, 1:30-3:30 PM  
Saint Paul College, room 3320

Present: Christopher Elias, Melissa Degidio, Isabel Pastoori, Kathleen Gordon, Gregory Reid, Rachel Flaherty, Asher Edes, Diana Lundell, Mary Crispin, Jimmy LeDuc, Emily Holl

Agenda

Discuss Upcoming Changes to the Committee

Establish Meeting Times for Spring 2017

Discuss Affirmative Action Plan

Ongoing Committee Issues: Access to Mental Health Services, Faculty and Staff IDI, Culturally-Inclusive Food at Grand View Cafe, Academic Pathways in Equity and Inclusion

New Issues: Bathroom Access, Safe Spaces for Undocumented Students

Upcoming Changes to the Committee

Chris is leaving the CDO position for another position within the College (Director of Academic Support). He may lead the next few meetings but there will likely be a new facilitator soon.

Meeting Times for Spring 2017

Next semester, this Committee will meet every other Friday 11:30am-1:30pm, starting January 13th. Feel free to bring a lunch.

Affirmative Action Plan

How are these policies enforced? Committee members raised concerns that qualified candidates from underrepresented groups may be passed over in favor of straight/white/able-bodied/etc. candidates who lack credentials and require training. The hiring process includes a hiring committee's reading applications and recommending candidates without having access to their demographic information. The HR director, who has the applicants' self-reported demographics, reviews the recommendations, and may suggest adding people to be interviewed if necessary to meet affirmative action criteria. If there is still not a diverse candidate pool, the search fails.

How are hiring committees made aware of and trained on the affirmative action policies and cultural sensitivity? To become a hiring manager, employees must go through multiculturalism and diversity training. Milford shared that in his department, his faculty look at unconscious bias surveys. This is not a College-wide procedure.

How well do our employment applications serve affirmative action goals? Hiring managers can establish their own set of questions for applications. For faculty openings in Liberal and Fine Arts, for example, applicants are asked to write about their understanding of multiculturalism and diversity. This is intended to ensure the College hires inclusive-minded people. Some applicants skip that question, which can result in diverse candidates being disqualified. Are

some candidates hesitant to answer the question about their stance on diversity? Or would the College benefit from making this question more widespread on its employment applications?

The Committee desires more information and will invite Rachelle Schmidt, the College's Chief Human Resources Director, to discuss with us. Our questions include:

- "How is there oversight to ensure that affirmative action policies are implemented fairly and justly across the board?"
- "What steps are taken to ensure that hiring committees include members of protected classes?"
- "What training does the College provide to promote awareness and prevent discrimination/harrassment? This question is in reference to page 26 of the Affirmative Action Plan."
- "The Affirmative Action Plan states on page 45 that in the past two years, three employees from protected groups were promoted. How many promotions were there in total?"
- "Why does the Affirmative Action Plan on page 15 and elsewhere not reference socioeconomic class and veteran status as protected classes?"
- "Page 49 of the Affirmative Action Plan states that our subscription to MnDiversity.com is ending. What alternative measures will the College take to recruit individuals with disabilities?"
- "Apart from systemwide employee recognition program, how does the College recognize excellence, including that of part-time and adjunct faculty?"
- "In the underutilization analysis charts starting on page 58 of the Affirmative Action Plan, 'availability' is listed for each category. What does availability mean? How are annual goals determined?"

PROPOSAL: The Committee recommends that someone from this Committee be included on every hiring committee. PASSED.

PROPOSAL: The Committee recommends that all applicants for full-time faculty, staff, and administrative positions are asked how they intend to address diversity and inclusion in their work at the College. TABLED.

PROPOSAL: The Committee recommends adding a category of equity and inclusion in the professional development plan that faculty members complete as part of performance appraisals. TABLED.

#### Next Meeting

If you have questions for HR that you would like addressed at the next meeting, send them to Chris. Prepare to continue discussing the Affirmative Action Plan.

#### Ongoing Committee Issues

TABLED: Access to Mental Health Services, Faculty and Staff IDI, Culturally-Inclusive Food at Grand View Cafe, Academic Pathways in Equity and Inclusion

New Issues

TABLED: Bathroom Access, Safe Spaces for Undocumented Students