

# **Diversity Council Meeting Minutes**

**Date/time/location of meeting:** Tuesday, October 18, 2016: 2:00pm: Eagan Room 239HLC

## **Council members in attendance**

Byron Thomas (Chair)

Anita Bowden

Gaelan Benway

Deborah Gonzalez

Trent Masiki

Henry Ritter

Elda Zeko

Terri Rodriguez

Ed Crotty

Maria Addison

Clarence Ates

Tiger Swan

## **Council members not in attendance**

Priscilla Underwood (provided notification regarding absence in advance)

Sarah McLaughlin (provided notification regarding absence in advance)

## **Agenda item**

The recruitment, hiring, and retention of minority faculty and staff. This item was brought up as an agenda item by Byron Thomas (council chair) due to concerns over the recent departures of several minority faculty and staff and about which committee members were in agreement.

## **Discussion summary**

Anita Bowden provided information on the process of recruiting and hiring, including data related to various minority groups and recruitment methods. She also provided information on screening committees within the context of diversity. Following Anita's presentation council members brought up several points of discussion related to the agenda item, including the need to add additional recruitment strategies to enhance the recruitment of underrepresented populations; the need for a more specific and proactive retention process; and the necessity of having a Diversity Officer at QCC. Council members also made several suggestions for improving retention among minority faculty and staff, such as providing more opportunities for

advancement, collecting data from exit interviews in order to identify key themes addressed in such interviews in an effort to gain an understanding as to why minority faculty and staff decide to leave QCC. Council members also suggested conducting focus groups, along with administering surveys to gain insight about the experiences of faculty and staff at the college regarding matters of diversity, including experiences related to the presence or absence of opportunities for upward mobility at the college and their experiences serving on screening committees. Additionally, council members also pointed to the need to obtain information related to diversity at other institutions of higher education, both within and outside of the Commonwealth of Massachusetts.

### **Discussion conclusion**

The council concluded its discussion on recruiting, hiring, and retaining minority faculty and staff by agreeing to continue our discussion at the November meeting so that we can establish specific action items to pursue based on suggestions stemming from our discussions on the topic.

### **Next meeting**

The next meeting of the Diversity Council will be held on Tuesday, November 15, 2016 at 2:00pm in Room 220A-4.