

Diversity Council

12.13.16

Meeting Notes

Members Present:

B. Thomas, T. Masiki, H. Ritter, A. Bowden, E. Crotty, D. Gonzalez, G. Benway, T. Rodriguez, E. O'Connell, V. Lee, E. Zeko, S. McLaughlin

Agenda:

1. Introduction of Ethan O'Connell and Vaughn Lee as student representatives to the Diversity Council.

2. Recruitment and retention of minority faculty and staff.

- Anita Bowden shared handout highlighting common themes from QCC Exit Interviews
 - Members asked for clarification of the themes presented in handout
 - Members questioned if the handout represented general information or diversity issues
 - Discussion ensued as to the council's ability to address the problem if we don't have information about the heart of the problem
 - HR must maintain confidentiality of the exit interview
- Trent Masiki offered that Diversity Caucus has literature on reserve regarding faculty retention and pointed out that there is a model for surveying past employees
- The question was posed- can race be used as an identifier rather than the experience...and can that profile be expanded to include other areas such as gender, sexuality, and disability? Can HR share this information?
- Behind the scenes conversations with colleagues prior to departure (anecdotal information) is not reflected in the exit interview themes shared.
- How can this be a springboard for action? Action research to collect data to move forward?
- Discussion moved to examples from the Past: Ron Smith's role as Diversity officer and Kevin Butler's "group" as initiatives to address civility on campus as well as provide an outlet for folks to discuss issues of multiculturalism related to their experiences on campus.
- Terri Rodriguez posed the questions of "Why do we stay?" Is there a way to build on current experiences?
- What are the college's assets as opposed to deficits?
- Discussion moved to the need for the college to have a Diversity Officer or Ombudsman role and the need on campus to prioritize this role. This could be a tangible outcome.
- Can we survey current staff- can we add questions to the CESSI tool?
- Would anyone like to take the lead on the survey? Trent will take the lead on contacting past employees and Byron will connect with IRB-Ingrid about surveying current faculty and staff.

3. Transgender Bathrooms:

- Ed shared that there are several unisex bathrooms on campus that may be designated.
- This issue will be discussed at our next meeting.

4. Adjournment- 3pm