

Diversity and Inclusion Committee

Meeting Minutes

Tuesday, Angel Banks -Price, Ike Canfield, Lydie Dorelien, Will

Escondido, Scott Fitzgerald, Kristy McCray, Kathryn Plank, James Prysock, Key Shakoor, Vargas

State – Scott Fitzgerald

Diversity Scorecard The scorecard was distributed for reference. Fitzgerald stated

document is a draft and proceeded to explain census figures submitted by Sean

Whlin, Director of Institutional Research that measures racial and ethnic diversity in four

categories:

Current Representation on Campus numbers current as of September 2018

Employees, New Hires and Retention Rates new hires current as of January 2018 and

Retention rates from November 2017 to September 2018

Students – full-time, first-year undergraduates current as of September 2018, retention

rate from first to second year from September 2017 to September 2018, and graduate

students current as of September 2018

Success includes Baccalaureate degree attainment rates for 4 and 6 years Master's

degrees. It was noted in this category there was an 8 years' line item that had been

removed. The committee decided it should be included; it will be added.

There was discussion about percentages in each category. It was noted that the calculated

percentage is based on the total number of students enrolled on campus within that category,

rather than the number of individuals of diversity in each category

There was a concern in the drop in retention (he)3 ()82 Tc 0 . Tc TwiTd () TJ 0 Tc 0 Tw 26.61 0 Td ()Tj EMC /P <</M

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- Local chapter presentations on campus to be scheduled later this month
- Assistance to student organization HOPE for Hispanic nursing students
- Outreach health programs
- Recruitment assistance f(i)4 (s)6(r)14 (g)6 (a)4 (ni0 Tw 1p(H)8 (O)rfOs)6.1 (c)8 (()T7(s)6 (8

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- a strategic plan that was drawn up ~~are~~ ago
- addressing students' demands resulting from their rally of 2016
- efforts for a diversity pool of faculty recruitment and use of "equity advocates"

It was suggested a smaller group of committee members convene to follow up on the data compiled for the question of the year. Gatti, Pryso and Vargas have volunteered to research this information and to determine what action each department has taken using Best Practices.

Other. Gatti asked for other business to discuss. There was none.

The next committee meeting will be Tuesday, November 6, 2018.

Gatti adjourned the meeting at 4:42 p.m.