1) Purpose of Today’s Meeting – To discuss the mission of the committee, its composition, subcommittee goals, and meeting times and frequency.

2) Introductions

3) Review of Minutes from May meeting and 2003-2004 action plan

4) Committee Mission

   Mission Statement: “Although we are many faces and voices that are destined to be heard, our mission unites us to achieve: intellectual growth, personal fulfillment, career success, active student and employee involvement in the learning process, and a community and curriculum enriched by multicultural perspectives, through a lifetime of learning”.

5) Subcommittee Goals and Composition

   Review of handouts
   Proposed subcommittees:
   - Student recruitment and retention
   - Faculty and staff recruitment and retention
   - Community initiatives
   - Campus ecology
   Subcommittee members

6) Meeting times and frequency

   Thanks for coming to the meeting!
In Attendance:
Rocky Ammerman, Kathy Olson, Marcia Sandahl, Dean Dalen, Shari Olson, Kristina Keller, Jenny Steen, Gene Klinke, John Hardy, Sheila Michaels, Jim Strandlie, Vickie Thompson, Diane Rothschild, Lynell Wayne, Michelle Thomas, Peggy Rogers, Pam Schorsch, Dan Edman, Kelsy Blowers, Mary Fontes, Becky Holthusen

Kristina Keller welcomed the group and discussed the structure of the original diversity task force, which incorporated four subcommittees each assigned to a specific task as follows:

1) Conduct research and promote the development of new curriculum to enhance the offerings that fulfill the diversity requirement in the Minnesota Transfer Curriculum
2) Develop and implement a community and college involvement initiative
3) Develop a Tutor and Mentor Program with the school district and a Minority Student Organization/Union
4) Actively recruit minorities into programs (student body and employee positions).

Shari Olson gave a brief history of the original mission statement. In 2001, the chancellor visited with students regarding cultural diversity issues on campus. Because there were concerns, a task force was developed. Students developed the mission statement which became the driving force behind the diversity taskforce. Based on that mission statement, Northland developed the above subcommittee structure to address the issues that were brought forward by the student population. The taskforce has now developed into a college-wide committee in order to move the initiative forward.

Mission statement review: Members were asked to read the mission statement and provide recommendations as to whether or not it should be modified. Jim Strandlie recommended that because students wrote the initial mission statement, we should incorporate their opinions and recommendations in any new mission statement that we adopt. Others drew attention to phrases, length, change in purpose, etc. The mission statement without editing reads as follows:

“Although we are many faces and voices that are destined to be heard, our mission unites us to achieve: intellectual growth, personal fulfillment, career success, active student and employee involvement in the learning process, and a community and curriculum enriched by multicultural perspectives, through a lifetime of learning”.

Subcommittee structure: Kristina proposed the following subcommittees for review:
- Student recruitment and retention
- Faculty and staff recruitment and retention
- Community initiatives
- Campus ecology

Discussion followed on the structure, while keeping in mind the concept of “Diversity by design.” In the past, students had also participated in each subcommittee, and all quickly agreed that this should be continued.

Kathy Olson felt that perhaps curriculum development/enhancement/integration should also be a subcommittee. Many agreed. The focus of the subcommittee would be to increase the number of courses that integrate diversity concepts and intercultural issues into the classroom. Discussion followed around the question of “what is diversity as defined by Northland, and how do we work to
increase the focus beyond race and ethnicity?” Shari Olson stated that it means that it is us as a collective, college-wide whole, embracing diversity. Pam Schorsch supported that by stating that we need to move beyond the monthly focus on one particular target group (i.e. Black History Month, Women’s History Month, Celebramos, etc.) and create an environment which allows every student the opportunity to become more (aware and appreciative of cultural differences).

Kelsy Blowers also brought up the area of professional development, where the focus would be to train Northland employees in areas from awareness to curriculum. The question was raised as to whether or not this should be a separate subcommittee. It was recommended to combine the areas of curriculum integration and professional development into one subcommittee. Gene Klinke recommended that more people get involved in this effort. He stated that it is important for others, not only enrollment management employees and counselors, to attend additional training and seminars about diversity awareness. He listed several events that would be opportunities for employees to attend. The hope is that as involvement increases, the awareness and skills will as well.

In reference to community involvement and initiative, John Hardy discussed the purpose of the Umoja group’s community involvement and their recent activities, noting that it has been a positive experience for both NCTC students and those that they are serving in the community.

Jim Strandlie thought that it was important to determine if things have actually changed since the focus group and surveys done in 2001. He recommended that someone facilitate a discussion with the students and create an environment where they would feel free to openly talk about the issues they are dealing with. From this group, additional information could be discovered that to be used in subcommittee design and work.

Becky suggested that it is important to incorporate the EGF campus into the data collection process, indicating that utilizing open-ended questions that would allow students to openly discuss the issues that they face. She also recommended that we change the subcommittee titles to “Actively recruit underrepresented students and employees.” Rocky explained the surveying process at Northland and the use of the Noel Levitz instrument for students and employees. It is possible to tailor questions on this survey to collect the information we want regarding diversity issues on campus.

Mary Fontes recommended that we incorporate the diversity issues into existing committees, eliminating some of the need for additional subcommittees. The committee discussed the importance of still having some sort of a subcommittee to serve as a gatekeeper for the larger committees. Gene stated that some of this is already being done on both campuses. The question then becomes how do we determine what data has already been accumulated and can be integrated into the new subcommittees. It was recommended that we have a member of the diversity committee attend other campus committees and represent the diversity issues in each of these areas, thus assuring that this element will be represented within all committee frameworks. Dan stated the importance of following up the data collection with timely action so students can see results. If data collection is done, who is responsible for it? Who should be surveyed? How often? The discussion led to consensus that the Campus Ecology subcommittee should include assessment.

After much discussion, the following subcommittees were formed:

1) Student Recruitment And Retention: This subcommittee will include members of enrollment management who are already working on recruiting and retention efforts. The group will report their efforts back to the larger committee. Members: Gene, Jenny, Mary F., Jenny
2) Employee Recruitment And Retention: This subcommittee will focus on the recruitment and retention of employees on both campuses. Members: Becky Holthusen, Mary Fontes, Kristina Keller

3) Community initiatives: This subcommittee will include, but is not limited to, the efforts of Service Learning, Umoja, Unity in Education, and Center for Outreach and Innovation. Members: Jim Strandlie, John Hardy, Shari Olson, Sheila Michaels

4) Campus Ecology: This subcommittee is responsible for the physical elements of the campus as well as the campus climate, which includes assessment. Members: Dan Edman, Rocky Ammerman, Gene Klinke, Jenny Steen, Sheila Michaels

5) Curriculum Integration and Professional Development: This subcommittee is charged with increasing the integration of diversity into the college curriculum and providing professional development activities and opportunities for employees. Members: Kelsy Blowers, Marcia Strandlie, Kathy Olson, Peggy Rogers, Kristina Keller

If you have not volunteered for a subcommittee, please do so by emailing Kristina.

Next meeting: January 27th at noon in TRF, room to be determined.