

2019-20 Academic Year Summary
Diversity Council
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Council Purpose (From the Charter)

The purpose of the Diversity Council is to develop and coordinate organizational efforts designed to increase diversity, inclusiveness, and equity at the College.

Issues Considered

The Diversity Council was on track to conduct a qualitative student survey following spring break. Due to COVID-19 moving the College to remote operations, the Council suspended these efforts, but will resume when the opportunity presents itself.

We partnered with HR and reviewed a cross-section of job applications for implicit bias.

Increased student engagement on the Council.

Major Activities Through the Year

Finalized the equity definition by presenting at Cabinet, Senate and Student Government. The council sought student opinions in the definition of equity and a formal definition was approved.

Held two open forums centered around “student input on equity” on our campus.

Submitted a research plan to RRT for Spring 2020 qualitative data collection from students on our campus. Due to COVID-19 this could not be executed and will likely become a task for the next academic year.

Developed a “guiding principles on equity” document to be presented to the cabinet.

Conducted a Core Workshop on Implicit Bias

Diversity Council members attended the Annual Diversity Conference and Achieving the Dream Conference.

Significant Recommendations Made to Cabinet (or elsewhere) and Results

1. Hire a Chief Diversity Officer [Unresolved]
2. Recommend the Board adopt proposed Equity statement. [Completed]
3. DEI Council become a repository for all DEI efforts at the College. [Unresolved]

Recommended Changes and/or Charter or Membership Needs

None currently.