

2020-21 Academic Year Summary  
*Diversity Council*  
*Co-chairs: Dina Radeljas and Todd Marshall*

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 decided to break up into workgroups in order to be able to focus more on completing our goals. We had to learn how to work in workgroups, but then return to the council and give updates, reports, and have time for questions. It was a learning curve, but the council adjusted and is better prepared for breaking up into workgroups more effectively in the coming years.

Major Activities Through the Year

1. Diversity Council Virtual Resource and Training Center to be launched in Fall 2020. The RT Center houses Diversity, Equity, and Inclusion reference materials.
2. MVCC hired Chief Equity and Inclusion Officer/CDO on 1/4/21
3. The Anti-Racism Statement [Fall 2020] and Inclusion Statement [Spring 2021] were approved by Student Government, Faculty, Caucus, Senate, and Cabinet.
4. Core Workshop: The Psychology of Difficult Conversations. This workshop was held throughout the Spring Semester and during the Summer Institute.
5. Promote Diversity: The campus put up flags in six languages to make the campus feel more welcoming and inclusive. Also, via a survey, the campus has identified employees who would be willing to help with translation if needed.

Significant Recommendations Made to Cabinet (or elsewhere) and Results

1. Hire a Chief Diversity Officer [Completed]

Recommended Changes and/or Charter or Membership Needs

- President's Office Representative appointed by the President (Standing): Jill Heintz

- President's Office Representative appointed by the President (Standing): Chief Diversity and Equity Officer/CDO: Todd Marshall
- Member of Human Resources appointed by the President (Standing): Nancy Wallace
- Replace Staff At Large appointed by the President:
- Member of Learning and Academic Affairs appointed by Vice President for Learning and Academic Affairs (2023): Dina Radeljas, Remove as Co-Chair
- Member of Student Affairs appointed by the Vice President for Student Affairs (2022): Jennifer DeWeerth will Co-Chair