

# Diversity, Equity, and Inclusion Committee Agenda

Date: December 2, 2022 | Time: 9:30 to 11 a.m. a.m. | Location: Zoom | Recorder: Greer Gaston

Topic/Item	Facilitator	Allotted Time	Key Points Provide 50 words or less on expected outcome	Category
1. Welcome	Casey	10 minutes 9:30 – 9:40	<ul style="list-style-type: none"> <li>Land Acknowledgement</li> </ul>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information
2. Beyond Words Employee Resource Group (ERG)	Casey	10 minutes 9:40 – 9:50	<ul style="list-style-type: none"> <li>Mike Farrell reports this ERG is planning to hold discussions on a new book this winter, <i>You sound like a white girl, the case for rejecting assimilation,</i> by Julissa Arce. The book explores the racist idea of assimilation and the harms it can do. Flyer attached.               <ul style="list-style-type: none"> <li>Involvement/how can the committee amplify the message?</li> </ul> </li> <li>At a future meeting, the committee or a project team might take on ERGs as a project - how they originate, how they are managed, where they “live,” policies, etc.</li> </ul>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input checked="" type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
3. Jan. 13 Committee Orientation/Welcome Meeting for New and Existing Members	Miranda	30 minutes 9:50 – 10:20	<ul style="list-style-type: none"> <li>From Miranda’s email on Wed., Nov. 23</li> <li>Questions:               <ul style="list-style-type: none"> <li>Are all the topics we want covered?</li> <li>We want new members to feel a sense of belonging and empowered in their thoughts and their contributions to the committee. I think it would be nice for us to decide as a group:                   <ul style="list-style-type: none"> <li>What are our values as a committee?</li> <li>What is our common purpose?</li> <li>How do we work with each other?</li> <li>Once we’re able to identify those and be on the same page, we can onboard new people (and in future years say up front), ‘these are our values and this is our purpose. If these values or purpose make you uncomfortable, this won’t be a good fit.’</li> </ul> </li> </ul> </li> <li>Draft Outline for Jan. 13 Orientation/Welcome Meeting for committee’s thoughts:               <ul style="list-style-type: none"> <li>Welcome and introductions</li> <li>Committee history and why history is important/why committee exists/purpose at the college</li> <li>How the committee works</li> </ul> </li> </ul>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information

			<ul style="list-style-type: none"> <li>○ <i>Committee values and expectations of members (this refers to my questions/suggestion from above!)</i> <ul style="list-style-type: none"> <li>▪ <i>Re. confidence building</i></li> <li>▪ <i>Okay if not an expert on all things dei</i></li> <li>▪ <i>Celebratory</i></li> <li>▪ <i>How to participate if large group/small group makes you uncomfy, all communication forms/contributions are valued, etc.</i></li> </ul> </li> <li>○ <i>Project generation</i></li> <li>○ <i>Project leads for this year/the projects of this year (or whatever their “timeline” is)</i></li> <li>○ <i>How to join a project (and how you personally decide which project to join)</i></li> </ul>	
<b>4. Identify General Areas for Project Teams to Tackle</b>	Casey	20 minutes 10:20 – 10:40	<ul style="list-style-type: none"> <li>● Determine potential project team focus areas – for the orientation/welcome meeting – with examples of specific items that could be selected in purple: <ul style="list-style-type: none"> <li>– Policy review/reporting (<b>ERG policy, HB 2864 reporting</b>)</li> <li>– Communication (<b>webpage updates/redesign</b>)</li> <li>– Students, probably involves ASG &amp; MMC reps along with Miranda</li> <li>– Learning &amp; training (<b>identifying learning resources</b>)</li> <li>– What else?</li> </ul> </li> </ul>	<input checked="" type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information
<b>5. Let’s Celebrate Esther</b>	All	20 minutes 10:40 - 11		<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information
Upcoming Meeting Dates		Start Time	End time	Location
Friday, Jan. 13, 2023		9:30 a.m.	11 a.m.	Zoom
Friday, Feb. 10, 2023		9:30 a.m.	11 a.m.	Zoom
Friday, March 10, 2023		9:30 a.m.	11 a.m.	Zoom
Friday, April 14, 2023		9:30 a.m.	11 a.m.	Zoom
Friday, May 12, 2023		9:30 a.m.	11 a.m.	Zoom
Friday, June 9, 2023		9:30 a.m.	11 a.m.	Zoom