

# People and Culture Council - MEETING MINUTES



Meeting Date: May 9, 2025

<b>Members in Attendance</b>	<b>Council Co-Chairs:</b> <del>Melissa McCormack</del> Sarah Steidl <b>Recorder:</b> Alex Lam <b>Leads:</b> Julia Nicholson <del>Kattie Riggs</del> Shirlee Miller Casey Layton	<b>Members:</b> <del>Csea Leonard</del> Sunny Olsen Ashley Sears Maria Julia Sorrentino Jennifer Pope Aundrea Snitker <del>Laura Thede</del> <del>George Burgess</del> Mark Devendorf	Melissa Padron Stephanie Murphy Sue Goff Amber Steele <del>Adam Wickert</del> <del>Michelle Baker</del> Tina Francisco-Evans Miranda James Bill Fricke

Topic/Items	Category	Notes	Decisions/Action Items
<b>Wellness &amp; Recognition</b>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information	Casey provided an update on the Wellness Subcommittee's charter, noting that recognition events are outside of the scope of work of the Subcommittee, but that the Subcommittee could serve to highlight and centralize information around recognition programs. The work of the Wellness Subcommittee supports the transition of the climate survey findings to the People & Culture Council.	NA
<b>Policy Sub-Committee</b>	<input checked="" type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information	The Policy Subcommittee presented four proposals for approval by the council. This includes the following: <ul style="list-style-type: none"> <li>• Policy Subcommittee's Purview and Duties</li> <li>• Policy Review Process</li> <li>• Board Policies Divided by Council</li> <li>• Standardized Policy Template (for People and Culture Council)</li> </ul>	All four proposals were approved.
<b>Sub-Committe Updates &amp; Other Updates</b>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information	Organizational Learning Subcommittee continues to meet and is making slower progress. The group plans to meet through the summer. Julia encouraged participation by council members in Summer Inservice.	NA

<b>Climate Survey &amp; Our Council</b>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information	The climate survey project team and the People & Culture Council leads have continued conversations around what it means to transition the findings in the climate survey to the council. The council plans to create a narrative connecting their efforts to the survey results, pending approval from Dr. Cook.	NA
<b>Transition to Fall 2025</b>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information	Julia and Sarah mention an upcoming survey about council members' intentions for Fall 2025, including subgroup participation and planning for fall retreat.	Julia to send out survey to the council.