

Minutes – Inclusion and Diversity Committee Team Meeting

April 16, 2019

This meeting convened on April 16, 2019 at approx. 3:15pm. Members present were: Chair, Carol Murphy, members Abby Howe, VP Angela Maddy, Diane Engle, Samantha Their, VP Elaine Simmons, Nolan Esfeld, Arlette Stratton, and Melissa Stevens.

INFORMATIONAL ITEMS

- *A representative from the Athletic Department, Mike Brown was unable to attend due to a recruiting commitment.
- * Brandon Steinert will post monthly themes on a variety of social mediums.
- * Jenna will look for professional development webinars on inclusion and diversity.
- * May is Mental Health Awareness month.
- * Three members of the Inclusion and Diversity team, Nicole, Angie and Carol, spoke on Cougar Paws radio. The consensus was it was a good presentation of this committee and its mission. Much thanks to these team members.
- *Cheryl Brown, Kara Brauer, and Carol Murphy gave a presentation to staff at Heart of Kansas Family Health Care.

TOPICS/NOTES

A discussion was held regarding Autism Awareness activities, including, distributing drinks (i.e., Gatorade), promoting a 'wear blue' day, bulletin board and television presentations. Kimberly Specht provided resources for Autism awareness.

Results of a survey on inclusion and diversity were discussed. The Team reviewed ways to continue to promote the mission and goals of this committee. Team members present also discussed ways to send our messages and presentations to other televisions on the Great Bend campus and satellite campuses. Arlette reiterated the importance of understanding that her Barton educational facility at Fort Riley is a different and separate entity from the military installation and is limited in what can be promoted. Chair Murphy requests Diane Engle to meet with Brandon regarding the timeliness and updating of the website, televisions and social mediums. Overall, the results of the survey was positive.

Abby suggested putting information that was not specific to one campus but still promoted committee goals be put on the website.

It was discussed whether the first couple of days each month could promote our agenda on the website banner. This will be referred to Brandon.

Discussed hiring practices to include diversity and inclusion issues. Possible pathways include making recommendations to position selection/screening committees, develop interview questions that consider inclusion and diversity issues, and provide access to accommodations.

VP Simmons states this is an incredibly important issue and she has met and collaborated with President Heilman to achieve this goal.

The sub-team involved with planning monthly themes and special activities provided a plethora of topics and issues to explore. A handout was distributed by Chair Murphy. It was agreed that some months would see a change and some would include one or more highlights. For example, Black History Month will coincide with the celebration of Martin Luther King, Jr.

Hosting a soccer game in collaboration with Great Bend High School in honor of Cinco de Mayo was discussed. This will be pursued further.

ACTION ITEMS

The team discussed the frequency and scheduling of future meetings. There was a consensus that meeting several times throughout the school year was beneficial. Meetings will be scheduled in September, November, January, and April on Tuesdays or Thursdays.

Inviting more student representatives to participate in this committee was discussed with positive feedback.

Meeting Adjourned.