



Diversity Team

SYNTHESIS

DECEMBER 9, 2014

1:00PM – 4:30PM

HENNEPIN TECHNICAL COLLEGE

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| IMPLEMENTATION TEAM ATTENDEES | Scott Olson, Katie Rudolph, Cecilia Cervantes, John Parker-Der Boghossian, Sue Appelquist, Leon Rodrigues, Henry Morris, Robert Mokua, Shahzad Ahmad, Will Tully, Amanda Skorich (MSCSA Staff), Jess Bolin (MSUSA Staff) |
| TEAM MEMBERS NOT IN ATTENDANCE | Mary Sam, Barb Butler, Muzamba Sibajene, Daniel Bergstrom, Meghan Phillips, Orinithia Montague, Ron Ferguson, Colette Hyman |
| GUEST ATTENDEES | None |

1. Reflection: Co-Convener Discussion

- The Diversity Team has agreed to appoint Will Tully and Meghan Phillips to a shared Co-Convener role. Will and Meghan will take part in the planning and facilitation of meetings, and will attend the CTF Steering Committee meetings.

2. Housekeeping Items:

- The Diversity Team is in favor of, and identified several desired attributes for, the 2 additional student subject matter specialists to be added to our team. Desired attributes include but are not limited to:
 - i. graduates of TRiO or other student support programs
 - ii. international students
 - iii. students from underrepresented/underserved populations such as African American students, LGBT students, students with a disability, American Indian students, and student veterans.
- **If you know a student whom you'd like to nominate, please contact MSCSA/MSUSA.**
- The Diversity Team identified two representatives to serve on the planning committee for the CTF Summit: Will Tully and Leon Rodrigues.
- The Diversity Team is willing to help serve as a "sounding board" for the other implementation teams. We recognized a greater system-wide issue of appointing in silos, which often leads to a lack of diverse participants on project teams.

3. Gallery Walk Feedback:

- The Diversity Team reviewed the first wave of feedback from the Gallery Walks. We discussed possible edits to our 4 concepts, aspects which need further clarification, and possible implementation strategies. We will continue to review feedback and make adjustments as we receive it.

4. Going forward:

- The Diversity Team will further examine and develop strategies in the following areas:
 - i. HR Practices, including recruitment, retention, and employee development
 - ii. Cultural Competencies as Graduation Requirements, particularly for Education Majors
 - iii. Roadblocks to success for diverse/underrepresented students, especially in certain majors
 - iv. Achievement/Opportunity Gap
 - v. System-wide procedural concerns (ex: appointing in silos)
 - vi. Modeling Broad Coalitions/Campus-to-Campus Conversations
- The Diversity team will spend time during the January meeting learning about the roadblocks that exist in the above areas
- The Diversity team will reform small groups to work on these new topics.

Main Themes:

- **Team appointed two students to share the role of Co-Convener.**
- **Team supports addition of student subject matter specialists to be appointed by the student associations, and identified desired attributes.**

- **The Diversity Team is reviewing feedback from the Gallery Walks and will make revisions as necessary.**
- **The Diversity Team feels that our first four concepts are crucial “baseline” or “foundation” strategies and must be in place before we can tackle the big problems.**