



Diversity Team

SYNTHESIS

JANUARY 14, 2015

1:00PM – 4:30PM

HENNEPIN TECHNICAL COLLEGE

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

1. Gallery Walk Feedback Review

- The Diversity Team split into small groups to review the feedback from the Gallery Walks. The team considered themes in the following categories: What aligns with our concepts, what contradicts/disagrees with our concepts, and what new/other topics emerge?
- The Diversity Team feels that all of our concepts remain viable, and came up with a list of edits to make based on the feedback.
- A small group will work outside of meetings to develop a draft revision to the four concepts and update them from questions to statements. They will present their revisions to the team on Feb 10th.
- The Diversity Team will review the final OERG report (available the week of Feb 2).

2. Going Forward:

- The Diversity Team spent time discussing additional barriers to student success, including but not limited to:
 - i. Lack of supportive resources and/or access to necessary information
 - ii. Feeling of not belonging and/or not being welcome on campus.
 - iii. Mental health issues
 - iv. Substance abuse issues
 - v. Time management and fatigue issues
 - vi. Sexual Harassment
 - vii. International Students – learning how to navigate different culture in addition to a new institution
- The Diversity Team noted how many of the above topics intersect and would like to spend some time looking at the effects of multiple/compounding barriers
- The members of the Diversity will spend time outside meetings writing statements about strategies to break down these barriers.

3. Next Steps:

- The Diversity Team will continue to review feedback and revise concepts accordingly. In particular, we have an upcoming meeting with the Student Success Team to review feedback from the Student Focus Groups.
- The Diversity Team will continue to examine additional concepts for the Spring Semester in the areas of student success and recruitment/retention of employees.

Main Themes:

- **The Diversity Team is reviewing feedback from the Gallery Walks and will make revisions as necessary. From the revisions, we will develop implementation plans.**
- **There are many barriers to student success, and they often overlap and compound. Underrepresented students often struggle the most with these barriers. We are examining these issues to see where MnSCU can make the most impactful changes.**