

MxCC's Council on Diversity, Equity, and Inclusion  
October 29, 2020 10:30 via WebEx

- Introductions (missing, Ethan, Maui, Magda)
- Mission Statement Read by CEO Minkler
- ROPES Model was explained by Annie Scott (the document is saved in Teams)
- Council members created and read I Am from Poems
- Reviewed demographic data 2010-2018 for credit
- The group discussed various ways to capture data i.e. exit interviews, focus groups, surveys, etc.
  
- The following actions items were discussed:
  - Action: Create an inventory of surveys to get a sense of what is being done.
  - Action: Create an inventory of events and activities on campus.
  - Action: Campus climate surveys. (Paul mentioned PACE.)
  - Action: Develop lists of resources on the topics of diversity, equity, and inclusion (LibGuides, book lists, etc.)
  - Action: Look at outreach initiatives to increase retention of African American students.
  
- It was agreed upon that the larger group should be subdivided and be more task oriented.
  
- The Council agreed upon the following three sub-committees.
  - Outreach Subcommittee – Will research and inventory outreach efforts and recommend future outreach strategies.
  - Events and Activities Subcommittee – Will research and inventory past and future events and activities, included, but not limited to student activities, student clubs, employee professional development activities, social and cultural events, etc. and recommend future educational and professional development events and opportunities.
  - Data and Survey Subcommittee – Will dissect and organize data, inventory and organize previous survey data, develop future surveys, and continue to gather data using a variety of mechanisms.
  
- During the meeting, Paul Carmichael and Donovan Reinwald offered to serve on the Data and Survey Subcommittee.
- All others agreed to serve where needed. Council members will be subdivided via email communication.
- Council Chair or Co-chairs will be selected via email after members have a chance to think about volunteering.
- The Council was informed that PTK President, Jack Howell, would like to share the Honors in Action project with the Council which will pertain to diversity, equity, and inclusion.
- Meeting Schedule: The full Council will meet right after Thanksgiving and continue to meet monthly. The smaller subcommittees will meet more frequently.

**Members in attendance:**

Paul Carmichael  
Eva Jones  
Sharale Mathis  
Steve Minkler

Christian Moore  
Donovan Reinwald  
Annie Scott  
Frank Stellabotte  
Hunter Tashea

**Members Excused**

Maui Lopez  
Magda Parvey  
Ethan Rossier