Diversity Committee Agenda

September 14, 2022 9:30a.m.- 10:30a.m.

Stuart Conference room

In attendance: Margaret Lawler, Nicole Lawrence, Collin Vorbeck, Mihkyelle Cooper, Montreal Thomas, and Kate Baskin

1. ILEA 2022 Annual Summit:

Wednesday, November 2, 2022 from 9:00a.m. – 4:00p.m.

College of DuPage in Glen Ellyn

Up to 8 representatives: including President, staff and faculty who are leading equity strategies at Blackburn

**\*The committee will confirm who will attend the Summit prior to the due date (faculty and staff).**

**\*Margie, Kristi, and Dr. Biermann are confirmed to be in attendance. Margie recommended that Mihkyelle should attend as well.**

**\*Margie will talk with Dr. Biermann and confirm who will attend from the cabinet.**

1. Proposed Equity Lens Process for Blackburn’s Strategic Plan

\*Discussion regarding cabinet’s action plan

\*Sub Committee review

**The committee provided their feedback on the cabinet’s outcome.**

**\*Equity: the committee questioned how equitable the dollars are being spent or allocated on certain projects ie. the DAWS renovation project. Appears to only target certain students (athletes) and excludes non-athletes. Margie explained the history of DAWS project funds and why they were allocated towards that renovation plan.**

**\*Study sessions: the committee discussed the focus also being centered on athletes and not on non-athletes. The committee discussed having an equitable focus on all students as it relates to providing this service.**

**\*The committee shared that the format of the cabinet’s outcomes that were provided by the president were difficult to follow**

**\*The committee suggested that in the recruitment area (for all positions) we should have a representative present (diversity advocate)**

**\*The committee asked if marketing has vetted diversity PR based on the review of the outcomes submitted**

**\*It was discussed that there needs to be clearer pathways defined in the outcomes to better understand the consistency of the plan**

**\*The committee discussed if students were asked what they needed when each cabinet member met with their area and discussed their plan to develop their outcomes**

**\*The students on the committee shared that they believed that townhalls were effective ways to communicate with students; ask students what they need to succeed; in the classroom, do surveys; the students shared they want to simply be heard.**

**Margie shared that she will meet with the president and ask what are the next steps in the process once the committee submits their recommendations**