**Committee for Diversity & Inclusion**

**May 4, 2017**

**DCIT #201, 3:00-4:00 pm**

**THE FINAL REPORT IS AT THE END!**

Attendance: Kevin Hodur (virtual--revision/comments made in advance), John Rice, Annie Hicks, Season Riley, Du Xunming, and Laurie Walsh

1. The committee continued drafting/editing the diversity statement based on revisions made by Kevin Hodur and Laurie Walsh. Annie Hicks provided great insight into the elements section. It has been agreed that drafting a representative and robust diversity statement is HARD!!

2. Time was spent explaining the purpose of the statement to a committee member.

3. Finalizing the statement will occur next fall and then there will be a re-examination of the goals of the committee in terms of objectives. Laurie Walsh will continue to serve on the committee next year to ensure continuity.

4. This was the final meeting of the semester.

**SUMMARY OF ACTIVITIES**: The committee was formed in the spring based on some behaviors that suggested diversity and inclusion is not a practice that has become a cultural norm at GBC nor one that encompasses the broad understanding of what diversity is in our society. In order to address that, a few senior faculty suggested revamping the existing diversity statement and to start thinking about how to make diversity and inclusion a norm and a perspective that is understood to be complex and dynamic. Toward that the committee was formed with the composition largely made up of members who have a level of expertise in what culture is, and how diversity functions and is expressed. One member was added mid-spring at his request.

With the exception of one, all members of the committee opted to attend the Northern Nevada Diversity Summit at UNR. The participation in this event was very much encouraged by Hicks and Riley, both members of the committee. At their suggestion Walsh and Hodur attended and that attendance was possible with funding from the VPAS office—thanks Lynn!!!. Based on participation, it is now understood that this event is an important one for admin and faculty and it would be great to see broader participation in the summit from the President on down along with the presentation of papers and sessions.

This semester, the committee has work exclusively on stating what diversity is and the important elements of that in relation to our rather unique college setting (the summit was a great source of knowledge and inspiration for this). This has involved many iterations and many edits as word choice and perspective are critical. The committee has met many times formally and Walsh and Hodur have worked on that statement outside of the meetings in order to move the process along. At this point, the document has not been forwarded to faculty senate as the statement is in the middle of draft form and not ready form general comments.

Walsh and Hodur will continue with this committee in order to have consistency and to move it along.

All in all, the committee has worked well together and has worked hard on this important task.