



## Executive Committee Meeting Minutes Room SC213, Haverhill Campus, October 11, 2017

**Attendees:** Susan Fichera, Jenny Fielding, Gladys Gomez, Lance Hidy, Lori Johnson, Nancy Julin, Minh Le, Scarlet Melo, Sheila Muller, Vengerflutta Smith, Linda Buckley

Chair Sheila Muller called the meeting to order at 2:06 p.m. Minutes of the Sept. 27th meeting were approved.

Chair Muller continued the discussion regarding Amy Callahan's request for a task force to take charge of developing a framework toward culture and inclusion. The following questions were presented: What does inclusion mean, how to create a process of inclusion, and where does it start?

The group discussed the following issues surrounding this task force:

- What steps will the group take – will it be from a student perspective or from the institution approach?
- A partnership with professional development might be productive.
- Establish a goal to increase cultural competency and cultural sensitivity
- To understand that the topic is vast and can be unmanageable. To tackle things that can be effectively articulated and implemented.
- The notion that we need buy-in from the institution if anything substantive is to occur
- Implement this concept by engaging clubs and organizations and students to help the campus to be more culturally aware and sensitive.
- Utilize posters, murals, signage, and displays on all sites to celebrate everyone's cultural identity.
- Suggestion to keep an eye on strategic goal groups for potential resources and partnership
- Suggestion to look to local schools/other colleges that are doing great things for inclusion. Understanding the gap might be a way to understanding why some students disconnect

### **Student Perspective:**

Our student representative, Scarlet Melo, noted the benefits of having attended a school in Florida, in which she felt much sensitivity due to efforts through food, theater performances, murals, and flags that promoted cultural inclusion. When returning to school in New England, her participation in Choir helped her to feel a part of the college community, but noted the reduced sensitivity to cultural inclusion.

### **Other Community Colleges:**

Another member noted the more visual efforts at Bunker Hill Community College, where an international center with flags and brief histories greeted the student body and visitors to campus. Display cases with artifacts from different countries were on loan to the school and enjoyed by all.

It was noted that there is a subtle systemic inequality between the campuses in Lawrence and Haverhill due to the mere geography, but with these inclusion efforts, it will feel like the same school. Attention was brought to the Oct. 21<sup>st</sup> Family International Day. Also noted was the announcement of the upcoming invitation by Kim Burns to participate in the Oct. 20<sup>th</sup>, Culture and Inclusion Learning Community meeting.

### **Other Issues for Future Discussion:**

Retention and Recruitment and the efforts of the Dashboard Committee – Early College Program - is it a good or bad?

### **Action Items:**

- Everyone will submit their "Wish List" –asking to write what you want to see happening around the college to promote a culturally inclusive campus--on a shared Google drive that Sheila will create.
- Clarification of "council members" in the description of "task force" in the All College Assembly charter.
- Discussion with Amy and Cherie regarding the placement of all the committee's minutes and ACA Committee Spreadsheet on Blackboard where everyone can easily access this material and also update as needed, as new members join or leave the committees.
- Seek input from Danny Malave on these matters.

With no further issues, the meeting was adjourned at 3:03. The next meeting is scheduled for Nov. 8.

Respectfully submitted by Linda Buckley

October 12, 2017