



Campus Climate Committee

Date: **Wednesday, October 27, 2010**

Present: Steve Andrews, Chris Bair, Sonni Burnell, Michael Hunt, Tammy Nyden, Lakesia Johnson, Stacy Koehler, Liz Queathem, Erin Hurley, Andrea Leiser, Brad Gordon, Kent McClelland, Kathleen Skerrett

Absent: None

Note taker: Retta Kelley

Review of Minutes:

The minutes were reviewed and approved. After minutes from this committee have been approved they will be linked on the Diversity and Achievement website.

Follow-up on Action Items:

Stacy Koehler reported that the College has 178 exempt employees and 259 non-exempt employees. These numbers do not reflect call-in, seasonal or temporary positions.

Kathleen Skerrett reported that she has been researching the consultant's contract with the College, attempting to find the appendices and the details/agreements outlined in the signed contract.

Ideas Discussed for the Committee Report

There was a lengthy discussion and it was decided that the committee will use the report generated by the consultants as a reference for guidance and suggestions. The committee will also be looking at the current diversity mission statement. The following points were identified as desired results of this committee:

- Who is accountable? The committee would like a clear structure of how Grinnell works.
- Develop clear guidelines on how the Diversity & Achievement Office relates to the whole campus, where it is located and how do people use the office for support.
- Create a feedback form for the campus to provide in-put into concerns and solutions, related to campus climate issues.
- Develop reasonable methods to deal with conflicts on campus recognizing that conflicts are part of being a diverse community.
- Raise level of campus wide consciousness of diversity issues.
- Clearly identify what key/priority areas (three—five) the committee would like to address.
- Identify issues the committee would like addressed that were not discussed in the survey.
- Validation/or weakness of the survey recognized.

Action Items:

Kathleen Skerrett: Will follow up with the consultants to seek out the appendices of the original Campus Climate Report. She will also inquire about contract obligations.

Kathleen Skerrett: Will send to the group the current Diversity statement.

Retta Kelley: Will have the notes posted on the website after they are approved by the committee.

Retta Kelley: Will create a Wiki for the committee to post their constituent reports.

Everybody: Will post their constituent reports on the Wiki site after it is developed before the next meeting.

Everybody: Will report at the next meeting five things from the Campus Climate Report, in relation to what currently is happening on campus that they would like to see addressed, and three options to address the issues identified.

Agenda for Next Meeting:

- Discussion of constituent reports