**Diversity Council**

**Meeting Minutes**

**April 17, 2017**

**4:00 p.m. – 5:00 p.m.**

Location: Tonkawa – President’s Small Conference Room, Enid – President’s Conference Room, Stillwater – CM 175

1. Events & Program
   1. Discussed First Generation Workshop and offered the opportunity to consider joining the First Generation Mentorship program. The First Generation committee will sponsor this program.
2. Diversity Report
   1. The committee decided to develop project goals that NOC should focus on based on the recommendations.
   2. The project goals will be categorized as the following: Milestones, timelines, personnel responsible for project and budget contingent. This will ensure the objectives are met on time.
   3. The first phase of this project was to survey faculty and staff on campus climate issues.
   4. The second phase of the diversity report will focus on students. Surveys to students on campus climate issues will begin in the fall semester of 2017.
   5. It was recommended to do a post survey to the faculty and staff in spring 2018 and compare results. **Year 1 Priority.**
   6. Eugene will work with select committee members to develop year 1, year 2, and year 3 goal priorities.
   7. During this meeting, the committee went through a list of possible recommendations and earmarked tasks that will need funds or not. We eliminated those tasks that would need funds and items that were not related to the diversity were disregarded.
   8. It was suggested to develop an infographic of students, faculty, and staff so that we can know our true demographic. **Year 1 Priority.**
   9. The committee suggested that we create a demographic survey that would capture the diversity of our campus. It should include all aspects of human diversity and conducted in a way that is culturally sensitive and appropriate. **Year 1 Priority.**
   10. Eugene will send the committee examples of EEO statements on job descriptions.

**This was the last meeting of the academic year 2016-2017. The next meeting with the full committee will be in September 2017.**