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Diversity, Equity and Inclusion Task Force Highlights Friday, November 20, 2020

Prior to this day's Task Force meeting, and in light of the upcoming Thanksgiving holiday, members were invited to reflect on and share a personal practice that is culturally meaningful to them as individuals. Shortly after the meeting began, members were placed in small randomly assigned groups of 3-4 members where anyone who wished to share their thoughts were given an opportunity to do so. An alternative discussion topic of what the spirit of the word "thanksgiving" means to members, as opposed to the history behind the holiday itself was also suggested. After this small-group activity, members reconvened into the main meeting room and a few group members gave very brief general highlights of their small-group's conversation.

Next, members disbursed into three breakout rooms where they began discussions of the gap analysis project involving an in-depth review of the College's policies. Recall from the previous meeting that Task Force members had each been assigned 7-9 of the College's policies to review. Throughout the four-week period since the previous meeting, members progressively began to review their assigned policies in light of the seven DEI Toolkit questions and populated the designated fields within the Google spreadsheet to the extent that they were able to. There are four key considerations for each policy:

1. Have any potential gaps been identified within the policy language?
2. Is there currently a related practice in place at the College?
3. What are some suggested recommendations to reduce (or remove) the potential gaps identified?
4. What pro-active next steps are being suggested to bring the policy in alignment with the DEI charge?

The individual's findings, notes, and questions were discussed within their groups.

In conclusion of the day's meeting, members reassembled into the main meeting room following the group work session where it was announced that the gap analysis project would resume and hopefully conclude at the December meeting.

Future meetings:

December 11, 2020	1:00 pm – 3:00 pm
March 12, 2021	10:00 am – 12:00 pm
April 9, 2021	10:00 am – 12:00 pm
May 14, 2021	10:00 am – 12:00 pm
June 11, 2021	10:00 am – 12:00 pm