



Diversity, Equity and Inclusion Task Force Update #6 – December 2020

Hello and Happy Holidays to each of you! We hope that this update finds you and your families safe and well!

At our November 20th meeting, in light of the upcoming Thanksgiving holiday, members reflected on and shared personal practices that are culturally meaningful to them and discussed the spirit of the word “thanksgiving” versus the history behind the holiday itself.

The work of the meeting included discussions of the gap analysis project involving an in-depth review of the College’s policies. Since the October meeting, Task Force members reviewed assigned policies in light of the DEI Toolkit questions. Findings, notes, and questions were discussed within small groups.

There were 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 meeting ended with discussions of next steps, work assigned for the December meeting and setting spring meeting dates.

Sincerely,

Your DEI Task Force Co-Leads

Dana Hester

Nickawanna Shaw

Lan Hao