Diversity Affairs Functional Committee
Meeting Minutes
November 7, 2013
B-203

PRESENT: Dora Abbruscato, Richard Brown, Dr. Sherry Burlingame, Doris Davenport, Tuan Dean, Kay Frey, Keturah Haferkamp, Alison Healey, Dr. Luisa Hernandez, Rosa Maria Hernandez, Gail Krahnenbuhl, Alicia Roberson, Dr. Amanda Turner, Lindsey Westley, and Izabela Zuraska

1. Welcome and Introductions - Luisa welcomed everyone to the meeting and thank them for attending.

2. New Business: None

3. Old Business:

   • Protocol on employee participation in networking groups – Because of the number of new committee members, Luisa gave a brief history of how the Committee was assigned this task and why.
   • The Committee had a lengthy conversation surrounding the protocol and employee’s participation on some of the various groups on campus. Many members openly expressed their concerns over the fact that these groups are not officially recognized by the college, despite the fact that they contribute to the college’s mission, and support both employees and students. After further discussion, the members suggested we communicate to the College Council that we will be recommending official recognition of these groups and provide specific guidelines by which the groups will need to operate.

   • Concerns or issues - The Committee addressed the issue of employees using work time to participate on other groups organized to assist with other various events throughout the year, not just diversity-related events and activities, i.e. President’s Reception, holiday parties, etc.

   • Because this is a personnel issue, the Committee recommended the Human Resource Committee play a key role in helping establish equitable guidelines that apply to all groups, excluding official college committee, regarding the use of work/personal time.

4. Announcements –
   • Nicholas D. Kokonis, author of My Arcadia, My Arcadia, will be talking about his latest book, Out of Arcadia, December 11th from 2:00-3:00 in the library.

5. Next meeting – December 5th, 3:00-4:00 in B-203