

## Diversity Meeting Notes

In Service, January 6, 2011

8:30 am

**Attending** John Nesbitt, Tom Armstrong, Mike Durfee, Earl Kisel, Veri Petsch, Anne Hilton, Austin Hawks, Leland Vetter, Gwen Yung, Sandra Herald, Judy Brown, Jamie Black, Debbie Ochsner, Kim Russell, Suzanne Andrews, Tam Aldahl, Dee Ludwig, Molly Williams, Karen Posten

**Resources shared:** *White Privilege: Unpacking the Invisible Backpack* by Peggy McIntosh  
Culture Prep Strategies for Advancing Cross Cultural Relationships

- Dr. Armstrong began the meeting by reviewing the purpose of the committee, HLC recommendations, goals, ideas, and potential partnerships
- Those in attendance were invited to share reasons for attending and stories about diversity from their past
- Much discussion was held regarding what should be the focus of the committee and where do we want to go and what do we want to accomplish as a committee
- Discussion was held about involving more Hispanics from our local community in college activities and events
- It was suggested to review what other colleges are doing in their diversity efforts
- Who do we talk to in Goshen County? Who are the influencers and opinion makers?
  - Get a focus, who do you talk to without alienating others?
  - City as Text activity – Anne
  - Look at infrastructure
  - Population distribution
  - What do you see in the city, what is hidden
  - Representation from K-12?
  - Involve students
  - Torrington campus only or outreach areas also?
  - Ethnicity is only a part of diversity
  - Concurrent enrollment data

Bring in people from the community

Conduct focus groups

Discussion questions could be formulated

How do we identify diversity within diversity?

New arrivals from Mexico versus residents for generations

Reach out through children

Maybe follow Ag focus group example

Maybe principals could help with names

GEAR UP success and parents – good existing component

School counselors

Business Leaders

Alumni

Go to people as opposed to bringing them here

Translators

Church Leaders

ESL participants

Liaison/point person/staffing

What do we already have in place

Sit down and have a discussion with a small group of school district personnel, schools ESL programs

Take baby steps

# Eastern Wyoming College Diversity Committee

February 25, 2011

Noon-1 pm

T 131

## AGENDA

### Co-Chairs

Tom Armstrong  
Dee Ludwig

### Members

Iami Afdahl  
Suzanne Andrews  
Jamie Black  
Judy Brown  
Rex Cogdill  
Mike Durfee  
Austin Hawks  
Sandra Herald  
Anne Hilton  
Earl Kisiel  
Tom McDowell  
Diane McQueen  
John Nesbitt  
Debbie Ochsner  
Karen Posten  
Verl Petsch  
Kim Russell  
Patsy Velazquez  
Leland Vetter  
Molly Williams  
Gwen Yung

- Minutes from January 6 Meeting
- Review Data—from Institutional Research
- Ruby Payne Book—*A Framework for Understanding Poverty*
- Other Resources
  - Letter by Dr. Tom Armstrong
  - HLC Recommendations to College
  - Accessing Lancer Net Resources
  - Ethnicity and Race (web page)
  - Diversity Dimension Chapter from FOE
  - 2010-2011 Strategic Action Plan from Student Services
  - Other Colleges' Activities
  - Other?
- Next Steps
  - Define Sectors?
    - International Students
    - Enrollment/Recruiting
    - Calendar of Events
    - First Generation Students
    - Strategies for overcoming poverty
    - Student Life
    - Community Conversations
    - Best Practices Research
    - Resources
    - Partners
    - Hiring Practices
    - Professional Development
- Adjournment



## Diversity Meeting Notes

February 25, 2011

12:00pm, T131

**Attending:** John Nesbitt, Tom Armstrong, Mike Durfee, Earl Kisiel, Austin Hawks, Sandra Herald, Judy Brown, Jamie Black, Kellee Gooder, Holly Branham, Patsy Velázquez, Kimberly Russell, Dee Ludwig, Suzanne Andrews, Rex Cogdill, Anne Hilton, and Gwen Yung

**Resources Shared:** EWC Service Area Demographic Information, EWC Faculty/Staff Race/Ethnicity Information, Open Letter to Community by Tom Armstrong, Ethnicity and Race Web Site Information, HLC Team Visit Recommendations, Chapter 8-Diversity Dimension from FoE Final Report, 2010/2011 Action Plan from Diversity Committee, and information from other colleges on Diversity as gathered from Student Services VPs meeting on 2/2/11.

- Brainstorming for ideas from the last meeting- need to frame our challenge for this committee
  - Prioritize activities/ideas
  - Include Social Media – Hispanics are using social media more and more
- Minority – Defining diversity
  - Paragraph from FoE Diversity Dimension Report
  - Inclusion of all groups
  - Be as broad as possible
- Looked at the EWC Service Area Demographic Information
  - Staff
    - 3.28% Hispanic
    - 2.73% All Other Minorities
    - 6.56% Unknown
  - Students – EWC Location
    - 3.13% Hispanic
    - 3.67% All Other Minorities
    - 17.82% Unknown
  - Goshen County Students K-12
    - 14.9% Hispanic
    - 10.34% Hispanic GCS D Graduates (2007-2008)
    - 12.5% Hispanic THS Graduates (2007-2008)
  - Red Flag – Need to look at this
    - 16% Hispanic - Torrington High School
    - 25.5% Hispanic – Torrington Middle School
- Looked at the 2005-2009 Estimates U.S. Census Bureau – The committee discussed what the Bureau is calling “Hispanic” – who does it include, and how do they (Bureau) use the terms – race/ethnicity.
- Are we gathering the data from staff and students? The registration form has the question, Are you Hispanic/Latino and What ethnicity are you. Over a year ago, staff members were asked to complete a yellow half sheet with the same questions. This information is also gathered on any new employees. Since this information must be given voluntarily, not everyone chooses to give their information. As the importance of collecting this data is circulated, more attention to having students complete the registration forms is prevailing and the unknown percentages should start dropping.
- Committee members were given a Ruby Payne book.
  - In-Service Trainings – Rex may have some money for this
  - What to do with the book – reading assignments?

- All resource materials are available on LancerNet. All committee members are included in the Diversity Committee where they have access to shared files on LancerNet. Any member can post documents to the shared files.
- Website - Tom Armstrong found a website on Ethnicity and Race. Dee will forward the email with the clickable link for committee members to review.
- The committee briefly reviewed the FoE Diversity Report. The report categories included Needs, Interactions, Behaviors, and Action Steps. This was a starting point.
- HLC Team Visit Recommendations
  - Focus Visit in 2014
  - Bulleted points need to be addressed – **include as part of focus for committee**
- Reviewed the Strategic Action Plan for Student Services from 2010-2011 which included sponsoring diversity related activities
- Dee and Rex attended a Student Services meeting in Cheyenne and collected information from some of the other Wyoming community colleges.
- Next Steps
  - What is it we want to do?
    - Must be robust and in full view
    - Marketing in Spanish
    - Everyone is involved
    - Systemized within the college-then it will be hitting the target – building a foundation
    - Need to start creating opportunities
  - Do those things that we have control over with regards to the HLC bullets
  - Visit with THS, LFL, and SE representatives to start identifying initiatives and build a plan to get students to EWC
  - Understand the culture around an ethnicity – need to offer related activities **(Add this bullet to list)**
  - Create a multicultural campus atmosphere
    - Posters
    - Food
    - Décor/Atmosphere
  - Expose our Anglo students to multicultural events **(Add this bullet to list)**
    - Calendar of Events – Do more with this
    - Need someone to identify upcoming events
    - Don't segregate...blend
    - Needs to be campus wide and include length of time
    - Speakers should have experienced the subjects that they present
    - Assign months to subcommittees for activities
    - International Night – Cafeteria
    - International MOU's for exchange of students
    - Local experts to do presentations, talks, general information, etc.
- For next meeting – Who?, What?, Funding?
  - Tom Armstrong identified three things to start with for now
    - Calendar of Events – Holly Branham volunteered to identify upcoming events
    - Increase enrollments in Goshen County
    - Campus Ecology – marketing materials

# Eastern Wyoming College Diversity Committee

March 22, 2011

Noon-1 pm

T 132

## AGENDA

### Co-Chairs

Tom Armstrong  
Dee Ludwig

### Members

Tami Afdahl  
Suzanne Andrews  
Jamie Black  
Holly Branham  
Judy Brown  
Rex Cogdill  
Mell Cooper  
Mike Durfee  
Kellee Gooder  
Austin Hawks  
Sandra Herald  
Anne Hilton  
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Tom McDowell  
Diane McQueen  
John Nesbitt  
Debbie Ochsner  
Karen Posten  
Verl Petsch  
Kim Russell  
Zach Smith  
Patsy Velazquez  
Leland Vetter  
Molly Williams  
Gwen Yung

- Minutes from February 25 Meeting (handout)
- Initiatives underway
  - Women's History Month
  - Meeting with GCSD
  - Yearlong Calendar of Special Dates
  - Next Steps & Initiatives
    - Fall In-service Topics
      - Bridges Out of Poverty
      - Culture Prep Resource?
    - ACCT Equity Award Criteria (handout)
    - Inclusive Education (handout)
    - International Students
    - Enrollment/Recruiting
    - First Generation Students
    - Student Life
    - Community Conversations
    - Best Practices Research
    - Resources
    - Partners
    - Hiring Practices
    - Professional Development
    - Other?
- Adjournment
- **Next Meeting—April 26 Noon – 1 pm**  
**T131**



Eastern Wyoming College  
**DIVERSITY MEETING NOTES**  
Tuesday, March 22, 2011, Noon – 1:00 p.m.  
Tebbet 132

**Present:** *Tom Armstrong, Dee Ludwig, Tami Afdahl, Suzanne Andrews, Jamie Black, Holly Branham, Mike Durfee, Kellee Gooder, Austin Hawks, Anne Hilton, Earl Kiesel, John Nesbitt, Karen Posten, Kim Russell, Zach Smith, Gwen Yung*

**Minutes from February 25 Meeting:**

- Minutes from the previous meeting were distributed; four (4) additions/changes were made to the notes.

**Women's History Month:**

- Zach reported that posters have been hung in various locations on campus and in the residence halls.
- Austin reported that he used the Women's History Month quiz in his class and all agreed that this was a good way to involve students. Austin did mention that it would nice to know ahead of time what would be taking place on campus. Discussion ensued about how we could better inform faculty and staff about upcoming diversity events/celebrations on campus. The following suggestions were made:
  - Post on College Calendar on LancerNet
  - Have a separate Diversity Calendar available on the Website. Dates would be listed both on the Diversity Calendar and on the College Calendar.
  - Create an On- line Diversity Center which could serve as a communication center for faculty/staff regarding upcoming diversity events.
  - Reminder emails could be sent a month prior to the date the event is taking place.
  - An EWC channel could be added on our Dish Network and we could use this channel to display our diversity calendar and give a narrative about the celebration(s) each month.

**Meeting with GCSD:**

- A meeting has been set for April 5, 2011.  
GCSD Representatives are: Ray Schulte, Roger Humphrey, Marv Haiman, Steve Zimmerman, Carla Sturgeon, and Nicole McIntosh.

EWC Representatives are: Tom Armstrong, Dee Ludwig, Rex Cogdill, Tami Afdahl, Mike Durfee, Debbie Ochsner, John Nesbitt, and Zach Smith.

**Items of discussion are:**

- What has been tried and what is working for GCSD
- The K- 12 Perspective
- English Language Learners
- The Parent Connection

### **Statistics to be reviewed are:**

- Community and school Hispanic representation
- High School graduation rates
- Minority students enrolled in EWC concurrent classes
- Minority students qualifying for different tiers of the Hathaway

### **Yearlong Calendar of Special Dates: • Handout- - Diversity Calendar**

Holly Branham shared a handout that shows diversity celebration days for each month.

- most of these diversity days have websites with tool kits for celebrating the day/month

Ways to celebrate the diversity days/months were discussed:

- Student Senate Fun Night activities could correspond to the day/month being celebrated
- Bookstore could put questions regarding diversity on their board and offer discounts for the correct answer
- displays could be posted on the Library bulletin board celebrating each month's diversity celebrations
- a diversity scavenger hunt could be held with a prize(s) being offered at the bookstore

#### **• Upcoming events:**

#### **April 22<sup>nd</sup> is Earth Day**

Tami, Zach, and Holly Branham volunteered to see what activities could take place in honor of this day. Suggestions for activities include:

- Bookstore could run specials on recycled products
- Phi Theta Kappa members have done community clean- up; perhaps the whole college could come together to do a clean- up activity.
- April 22<sup>nd</sup> is Good Friday so the activities cannot take place on that day.

**Cinco de Mayo is May 5<sup>th</sup>.** Activities need to be planned for this day, also.

#### **• Other Discussion:**

- October is also Domestic Violence Awareness month; it is not listed on the calendar.
- In October the Humanities Council will present the diversity program History of Migrant Workers.
- October is also Lesbian, Gay, Bisexual History month. Many campuses have Safe Zones for Lesbian, Gay, and Bisexual individuals. It was suggested that we should also initiate a Safe

Zone on our campus.

- Jeanne Stratton from Public Health currently provides a presentation on Aids. We need to continue this activity.

**Next Steps & Initiatives:**

- **Fall In- service Topics**  
2 suggestions are:
  - Bridges Out of Poverty
  - Culture Prep Resource which includes:
    - Campus Cross Cultural Assessment,
    - Building Relationships
    - Diversity Awareness for Employees
  - Dee Ludwig, Kim Russell, Mike Durfee, Suzanne Andrews, and Earl Kisiel will research these topics.
  
- **Handouts - ACCT Equity Award Criteria**  
**- Inclusion Education**
  - These forms were presented by Dr. Armstrong as examples of guidelines that could be set so we have a “target to aim for” regarding diversity.
  
- Suggestions made regarding Next Steps & Initiatives:
  - Target Reservations
  - Different Marketing Strategies
  - Look at other colleges to see how many local Hispanics graduate and how many attend the local college to see how our rates compare. What is the national average?
  - Start supporting students **prior** to high school as we are losing many Hispanics before they enter high school. We have Financial Aid nights now but perhaps we could have Freshman Nights, Sophomore Nights, etc. Hold meetings both at the school for all students but also meet somewhere besides the school, somewhere Hispanics feel comfortable.
  
- Questions regarding Next Steps & Initiatives:
  - Do we concentrate on local or global diversity?
  - How do we recruit our local Hispanic students?
  - Should we put “all our eggs in one basket,” try one way to recruit diverse students, see if it works, and then branch out, or should we try different strategies to see what works best.

**Next Meeting:**

April 28, 2011, Noon – 1 pm, Tebbet 131 (Original date set was April 26, 2011 but this date was changed due to scheduling conflicts.)

**Amendment to Minutes:**

Anne Hilton commented that she wondered how can we encourage and embrace diversity considering what has been done to three (3) people from a protected class.



# Eastern Wyoming College Diversity Committee

April 28, 2011

Noon-1 pm

(lunch available at 11:30 am)

T 131

## AGENDA

### Co-Chairs

Tom Armstrong  
Dee Ludwig

### Members

Tami Afdahl  
Suzanne Andrews  
Jamie Black  
Holly Branham  
Judy Brown  
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Verl Petsch  
Kim Russell  
Zach Smith  
Patsy Velazquez  
Leland Vetter  
Molly Williams  
Gwen Yung

- Minutes from March 22 Meeting  
(handout)
- Report on
  - Meeting with GCSD
    - Concurrent Students (handout)
    - Meeting notes (handout)
  - Earth Day
- Presentation from Peter Vogel—  
Culture Prep, Inc.
- **Next Meeting—April 26 Noon –**



Eastern Wyoming College  
**DIVERSITY MEETING NOTES**  
Thursday, April 28, 2011, Noon – 1:00 p.m.  
Tebbet 131

**Present:** *Tom Armstrong, Dee Ludwig, Tami Afdahl, Suzanne Andrews, Jamie Black, Holly Branham, Judy Brown, Rex Cogdill, Mike Durfee, Kellee Gooder, Austin Hawks, Anne Hilton, Earl Kisiel, Tom McDowell, John Nesbitt, Karen Posten, Kim Russell, Zach Smith, Patsy Velazquez, Molly Williams, Gwen Yung*

**Minutes from March 22<sup>nd</sup> Meeting:**

- Minutes from the previous meeting were distributed; one (1) addition was made to the notes. An addition will be made to the notes of March 22. “Anne Hilton commented that she wondered how can we encourage and embrace diversity considering what has been done to three (3) people from a protected class?”

**Report on Meeting with GCSD:**

- Handout – notes from meeting.
- GCSD members reported that the activities that work well for them in helping and encouraging at-risk students are
  - Summer School (enrollment is approximately ½ Hispanic), and
  - Torrington High School and Lincoln Parent Coordinators.

The following questions regarding this meeting were asked at our Diversity Committee Meeting:

Q: How is success of the parent coordinator determined? Does this person introduce students to financial aid and/or help them obtain financial aid?

A: The success of this position is judged by visible results – helping the students stay in school. The responsibility of this position ends with high school graduation.

Q: Did GCSD have any reaction to changing the name of the Adelante Ninos conference to “College for a Day?”

A: No. Basically it is the same format just being coordinated by different individuals. GCSD officials did say that there is a need for more sustained programs, not just one day programs.

- Noted observations from the meeting with GCSD are:
  - Hispanic and social/economic disadvantaged students don’t see their potential.
  - Need to start working with 8<sup>th</sup> graders... seem to drop out mentally in 8<sup>th</sup> grade and physically in 10<sup>th</sup> grade
  - Hispanics need mentors and role models

Other observations are:

- Poverty is a significant issue, and
- There needs to be a relationship with the family to help the children in the family.

- Concurrent Student Handout:
  - Kim Russell discussed the numbers on the handout. For Goshen County the results are:

75 Hispanic students attend High School and 8 (10.67%) are concurrent students.

15 students of all other races attend High School and 2 (13.3%) are concurrent students.

539 white students attend High School and 94 (17.44%) are concurrent students.

- Molly Williams briefly discussed the Hathaway Scholarship. This scholarship is for Wyoming High School graduates who attend a Wyoming college. It pays from \$800 - \$1600, depending on ACT scores and grades, for eight (8) semesters. As shown on the handout, less Hispanics are concurrent students and less are also receiving the Hathaway Scholarship.

### **Report on Earth Day:**

- Zach reported on the EWC Earth Day display. The posters that were ordered did not get here on time; however, Community Relations made posters for the display. Bookmarks made from recycled biodegradable fibers and embedded with seeds were distributed on the display, also.
- Austin Hawks suggested that each month's special programming (such as Earth Day) could be noted on EWC's calendar which is produced in the Copy Center.

### **Presentation from Peter Vogel – Culture Prep, Inc.**

- Culture Prep's Safe to Relate program helps identify things that prevent meaningful authentic relationships.
- The purpose of him coming to the Diversity Committee meeting at this time was not to speak about a specific program but to gather info about our diverse committee and then formulate a plan for how Culture Prep can help us.
- His question to us was what caused us to gather and form a Diversity Committee?
  - First was our Strategic Planning process which identified five (5) pertinent Strategic Directions. The two items listed below are pertinent to this group:

**5.1** Encourage diversity among students, faculty, staff and administration, and

**5.5** Embody the practices that will lead to a respected, progressive institution of higher learning.

- Second was our Foundations of Excellence (FOE) Self-study. When diversity was looked into by the FOE committee it was difficult even to define what diversity meant to the college. In the final report the committee gave the college a grade of D in

diversity citing a lack of diversity in the curriculum, the classroom, and in the population of students/faculty/staff at the college. The committee also found that diversity is a hard subject to broach as change hurts and all are guilty of prejudices.

- The third reason for the formation of the Diversity Committee came when the Higher Learning Commission (HLC) accreditation team charged us with the tasks of:

[Demonstrating] upward trends in percentage of ethnic diversity in the student body that is more reflective of the regional minority populations that EWC serves, and

[Demonstrating] upward trends in the percentage of ethnic diversity of the employees of EWC that is more reflective of the regional minority population that EWC serves.

The HLC reaffirmed what we already knew and thus this Diversity Committee was formed.

- So far the Committee has considered:
  - the mission statement
  - classroom syllabi and curriculum
  - what EWC needs to do to further diversity
  - the broad spectrum encompassed by diversity (although the HLC has narrowed the spectrum down to what we need to look at – race)
- Mr. Vogel suggested the following ways that can be used to identify obstacles that prevent diversity. These include:
  - Focus Groups
  - Town Hall Meetings
  - On-line Surveys which could include questions about attracting, serving, and maintaining cross-cultural populations.

He left us with the following statements:

- Just because there are no cross-cultural crises does not mean we are doing it right, and
- Often we learn all the right language but inside we have a different script going on.

**Next Meeting:**

To be determined at a later date.