

# Eastern Wyoming College Diversity Committee

July 18, 2011

Noon-2 pm (Lunch Provided)

T 131

## AGENDA

### Co-Chairs

Tom Armstrong  
Dee Ludwig

### Members

Tami Afdahl  
Jamie Black  
Holly Branham  
Judy Brown  
Rex Cogdill  
Mell Cooper  
Mike Durfee  
Kellee Gooder  
Sandra Harold  
Anne Hilton  
Earl Kisiel  
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 last meeting (handout)
- Overview of Peter Vogel Contract (Tom)
- Table Topics – Pick 3  
(small groups—change every 30 minutes)

- Calendar Group (monthly activities)
  - October—Diversity Month
- “Corner Design” and displays
- Marketing/Image/Belonging
- International Students & International Club (Rex & Patsy)

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- Enrollment/Recruiting/Retention
- First Generation Students
- Student Life
- Community Forums/Conversations

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- Hiring Practices
- Professional Development
- Resources/Speakers Committee
- Other

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- Adjournment

- 2 pm--National Ice Cream Day—  
Sundaes, Banana Splits, Rootbeer Floats  
in Student Center



Eastern Wyoming College  
**DIVERSITY MEETING NOTES**  
July 18, 2011, Noon – 2:00 p.m.  
Tebbet 131

**Present:** *Tom Armstrong, Dee Ludwig, Tami Afdahl, Holly Branham, Judy Brown, Rex Cogdill, Mike Durfee, Tom McDowell, John Nesbitt, Karen Posten, Verl Petsch, Kim Russell, Patsy Velazquez, Molly Williams*

- Minutes from April 28th Meeting:**
- Minutes from the previous meeting were distributed; no additions or corrections were noted.
- Overview of Peter Vogel Contract::**
- Tom presented the activities and timelines proposed by CulturePrep.

Activities and Timeline:

**August 23, 2011**

–Cross-Cultural Training all staff In-Service

**Sept/Oct 2011**

–Conduct TeamCulture Cross-Cultural Enrichment Service

Package including:

Cross-Cultural Climate Survey

Focus Groups

Town Hall Meeting

Written Assessment Report

**Oct/Nov 2011**

Data Information Review

Action Plan Development

Town Hall Meetings (On campus or various locations)

**Feb 2011**

-Conduct Workshop for Admissions Professionals – Attracting, Serving, and Retaining a Culturally Diverse Campus Community

-Assist in data collection relevant to multicultural recruitment/retention

-Facilitate the creation of a multicultural recruitment plan

**Table Topics:**

- The 12 Topics to be discussed were listed on the Agenda. Each of us picked three topics we wanted to address. We discussed each of the three topics with other members of the committee for 30 minutes and then we switched topics. The results of the brainstorming sessions are listed below.

**Calendar Group** (monthly activities)

- October is Diversity Month and Domestic Violence Month.

Need to have a big push for this month.

- Other Ideas:
  - Door decorating contest (college offices)
  - Involve Library on activities—utilize their displays
  - Table tents in Student Center and cafeteria
  - Once a month we could ask the cafeteria to have ethnic meals. Students could submit their own favorite ethnic recipes.
  - Brown bag lunches with speakers
  - Student organizations pick a topic to present (with possible institutional help)

### **“Corner Design” and displays**

- Display Case for “The Corner.” **–EL Rincon.** Each month people can bring items to the **Learning Office**. Display items in the case with the name of the owner, the name/use for the item, and where it came from.
- Large **bulletin board** for “The Corner.”
- World, US, and state map on bulletin board in “The Corner” with push pins. Heading: Where in the World are You From?”
- Flags of countries where our students are from
- “Welcome” in many languages on bulletin board in “The Corner” (ex: Portuguese, Italian, Spanish, French, German, Chinese, Japanese, Czech, Serbian, Russian, Swedish, Lithuanian, Lakota, Sioux, etc.)
- Student groups **or other staff** could make display each month
- To encourage involvement we could have various contests such as a door decorating contest, etc., to highlight each month’s diversity topic.

### **Marketing/Image/Belonging**

- Open its doors wider
- Welcome? With words and attitude, all staff!
- Values – (EWC) what do we believe about others?
- People who care!
- 1<sup>st</sup> person in the door/up front
- Programs and series – stay in school. Nontraditional students – also

### **International Students & International Club**

- **Club for students interested in diversity.** Allow students to learn about international cultures
- Change **Name**- what to? Ask community for name Horizons?
- Activities:
  - International Tasting Day
  - Student Presentations-Introduce students to my life; Introduce students from other parts of the world
  - Involve community
  - Continue with the Adopt-A-Player Program
  - Tour factory

- 3 purposes:
  - Place to connect
  - Educate other students
  - Involve community

### **Enrollment/Recruiting/Retention**

- Establish a baseline.
- Set goal based on baseline
- What is diversity?
- Financial Aid/Scholarships
  - names or descriptions that meet the needs of the students
- How can we recruit top tier Hathaway?
- Transfer Issues/Articulations Agreements/marketing ease of transfer
- Market our strengths
  - One on one recruiting/counseling/small group involvement

### **Retention**

- How to keep? Who to keep?
- Week 4 initiative-alert for students having problems
- Training for Advisors
- Retention person?
- Jump start program in high school senior year. Perhaps COMPASS test in December to see if help needed (Bridge Program for high school seniors)
- Identify the student:

Stable Student (Tree)

(root)                      (root)                      (root)  
 Financial    Academically Prepared    Feel involved part of college

### **First Generation**

- Reach out to high school
  - Parent lack of knowledge
- GED program Info packets
- Testimonials/presentations at career days in high school (money you make with education)
- GEAR UP youth into (EWC)
- Connect to Trail Elementary
- Presentations at different levels of benefits of a community college first
- Broad focus on 1<sup>st</sup> generation
- Kick off –someone in community-Hispanic
- Power point of what is expected in college-simple things
- Evenstart
- Senior check list
- ESL – look into expanding for enrollment
- Highlight community members who were students
  - Ritch Reyes
  - Sonya Loya

### **Student Life**

- International dance – costumes
- International food tasting

- Multi-cultural activities
- Intra-cultural activities
- Involve:
  - Intramurals
  - Housing
  - Clubs
  - Cafeteria
- Community Ed Trips
- Hook into Chamber Activities
- Dorm decorating contest in dorms
- Film Series on Diversity
- Have international students highlight their country
- Trip to Register Cliff, Oregon Trail ruts, Fort Laramie
- Exposure to ag, rodeo, ranching, branding, calving

### **Community Forums/Conversations**

- Hardest part is identifying the “community”
- Where do you hold these conversations – on campus or elsewhere?
- Is it the college’s responsibility to change the culture and climate of the community? How will we be received?
- We need a good handle on what the college values before we take it outside of the college.
- School district relationship is vital

### **Hiring Practices**

- Determine target group
- Continue and expand current process

### **Professional Development**

- Have a Generational workshop that covers the whole generation scope (ex: Traits of Generation X)
- 1<sup>st</sup> Generation – Group photo of all 1<sup>st</sup> generation EWC employees
- Provide experiences to give people exposure to others
- “Food for Thought” – people eating and working together
- Get out of shell and go to other areas and other cultures.

### **Resources/Speakers Committee**

- Testimonials
  - People who are successful who attended EWC
- Once a quarter have someone speak who has experienced both lives-living/working with a high school degree as opposed to living/working with a college degree
- Mailings, power point
- Trainings on how to reach other cultures (ex: Hispanic)

### **Other:**

- Budget for Diversity Activities – Rex’s budget- \$15,000

**Next Meeting:**

To be determined at a later date.

# Eastern Wyoming College Diversity Committee

September 27,  
2011

Noon-1 pm

T 131

## AGENDA

### Co-Chairs

Tom Armstrong  
Dee Ludwig

### Members

Tami Afdahl  
Jamie Black  
Holly Branham  
Judy Brown  
Rex Cogdill  
Mell Cooper  
Mike Durfee  
Kellee Gooder  
John Hansen  
Sandra Harold  
Anne Hilton  
Earl Kisiel  
Tom McDowell  
Diane McQueen  
Laurie Mueller  
John Nesbitt  
Debbie Ochsner  
Karen Posten  
Verl Petsch  
Kim Russell  
Zach Smith  
Patsy Velazquez  
Leland Vetter  
Molly Williams  
Gwen Yung

- Notes from July 18 Meeting (handout)
- Discussion on Table Topics & Next Steps for Involvement & Engagement
  - Corner Design & Displays
    - Subcommittee Report on Efforts for Corner—Action/Pilot
  - Calendar
  - Marketing/Image/Belonging
  - International Students & Club
  - Enrollment/Recruiting/Retention
  - First Generation
  - Student Life
  - Community Forums/Conversations
  - Hiring practices
  - Professional Development
  - Resources/Speakers Committee
- October 2011-2012 . . . .
- Peter Vogel—Culture Prep, Inc.
  - Arrange for next phase & dates
- Other



Eastern Wyoming College  
**DIVERSITY MEETING NOTES**  
September 27, 2011, Noon – 1:00 p.m.  
Tebbet 131

**Present:** *Tom Armstrong, Dee Ludwig, Jamie Black, Holly Branham, Rex Cogdill, Kellee Gooder, John Hansen, Anne Hilton, Laurie Mueller John Nesbitt, Debbie Ochsner, Karen Posten, Kim Russell, Patsy Velazquez, Gwen Yung*

**Minutes from July 18 meeting:**

- Minutes from the previous meeting were distributed; two bulleted items were moved:
  - “1<sup>st</sup> generation –group photo of all 1<sup>st</sup> generation EWC employees” was moved from **Professional Development** topic to **First Generation** topic
  - “Trainings on how to reach other cultures (ex: Hispanic)” was moved from **Resources/Speakers Committee** topic to **Professional Development** topic

**Discussion on Table Topics & Next Steps for Involvement & Engagement:**

**“Corner Design” and displays:**

**-Committee members**

**Dee**

**Patsy**

**Karen**

**Gwen**

-Lighted display case has been ordered for The Corner

-Large bulletin board has been ordered for outside the Student Center. Maps of the World, the USA and the Midwest region of the US will be posted here with the heading “Where in the World are You From?” Colored pins will be available for people to indicate where their homes are.

-The smaller board in the corner will have “Welcome” in English as well as many other languages. Need a sign in the Cheyenne Nation language (Patsy)

-Two signs have been made saying “The Corner” in English and in Spanish. Frames need to be ordered for these signs. (Karen)

-Discussion ensued as to whether the displays would be permanent and if not who would change the displays and how often. Included in the meeting packet was a chart showing ideas for different diversity topics as well as proposed departments to be responsible for changing the displays. This chart is just a proposed example.

-Dr. Armstrong suggested ideas for the future of The Corner. Perhaps nice signage, tiles, tables, lights, etc.

**Calendar Group (monthly activities)**

**-Committee Members**

**Holly Branham**

**Kim**

**Molly**

-This group can assign diversity topics and groups to take each topic. The chart handed out was just an example.

- Patsy/Athletics/Gear Up will take January – American Heroes Month.
- Rex has posters to display for Mexican Hispanic Heritage Month
- October is Diversity month. The Housing Council distributed “How am I diverse?” cards in the dorms asking students for feedback
- Domestic violence awareness month is also in October. Gwen has a display on the bulletin board outside of her office.
- Lynn is keeping a complete file of the displays, bulletin boards, fliers, etc. that we make to increase diversity awareness. Please forward pictures of bulletin boards, displays, or fliers to her.

#### **Marketing/Image/Belonging**

- **Committee members are**  
**Tami**
- Need more members

#### **International Students & International Club**

- **Committee Members are**  
**Patsy**  
**Debbie**
- Discussion ensued on what an appropriate name for the club would be. Perhaps Diversity Club or Multi-Cultural club would encompass more people and would garner more participation.
- Anne mentioned that some students have expressed interest in an International Studies Club

#### **Enrollment/Recruiting/Retention**

- **Committee Members**  
**Rex**  
**Zach**  
**John Hansen**  
**Judy**

#### **First Generation**

- Combine with Enrollment/Recruiting/Retention

#### **Student Life**

- **Committee Members**  
**Debbie**  
**Patsy**  
**Kellee**  
**Jamie**  
**Laurie**

### **Community Forums/Conversations**

#### **- Committee Members**

**Anne**  
**John H.**  
**Mike Durfee**  
**Tami**

### **Hiring Practices**

- It was proposed that the name should be “Hiring Practices **and Retention**”
- The Personnel Advisory Council is already established. Because this council already exists, do we need to assign people to a “Hiring Practices” committee?

### **Professional Development**

#### **- Committee Members**

**Dee Ludwig**  
**John Nesbitt**  
**Kim Russell**

### **Resources/Speakers Committee**

#### **- Committee Members**

**John Nesbitt**  
**Anne**

- Perhaps this committee and **Community Forums** could be combined.
- The question was posed; What makes for a good motivational speaker? Is it success in Career Development? Money? Good standing in community? Good experience at college? Or someone who can tell what going to college has done for them.

### **Other:**

- It was suggested that perhaps we could get mini grants for diversity education/training/programs (ex. city as text)
- We discussed that it would be good to have students on committees and or subcommittees. We need to see what means most to the students and have them help accomplish the goal.
- The only constant at the college are the Faculty/Staff and they might be the hardest to accept changes.
- **Committees should meet and come up with ideas for their committee.**

**Next Meeting:**

To be determined at a later date.

# Eastern Wyoming College Diversity Committee

November 30  
2011

Noon-1 pm

T 131

## AGENDA

### Co-Chairs

Tom Armstrong  
Dee Ludwig

### Members

Tami Afdahl  
Jamie Black  
Holly Branham  
Judy Brown  
Rex Cogdill  
Mell Cooper  
Mike Durfee  
Kellee Gooder  
John Hansen  
Sandra Harold  
Anne Hilton  
Earl Kisiel  
Tom McDowell  
Diane McQueen  
Laurie Mueller  
John Nesbitt  
Debbie Ochsner  
Karen Posten  
Verl Petsch  
Kim Russell  
Zach Smith  
Patsy Velazquez  
Leland Vetter  
Molly Williams  
Gwen Yung

- Notes from September 27 meeting (handout)
  - Reports from Subcommittees
  - Corner (Karen, Patsy, Dee, Gwen)
    - Display Case
  - Calendar (Holly, Kim, Molly)
  - Marketing/Image/Belonging (Tami, ?)
  - International Students & Club (Rex, Patsy, Debbie)
  - Enrollment/Recruiting/Retention & First Generation (Rex, Zach, John H., Judy)
  - Student Life (Debbie, Patsy, Kellee, Jamie, Laurie)
  - Community Forums/Conversations, Resources & Speakers (Tom A., John H., Anne, Mike, Tami)
  - Hiring practices (Tom M., ?)
  - Professional Development (Kim, John N., Dee)
  - Adding Student Representatives
    - Process
    - How many?
  - Next Steps
- Other



Eastern Wyoming College  
**DIVERSITY MEETING NOTES**  
November 30, 2011, Noon – 1:00 p.m.  
Tebbet 131

**Present:** *Tom Armstrong, Dee Ludwig, Tami Afdahl, Jamie Black, Holly Branham, Rex Cogdill, Mike Durfee, Kellee Gooder, John Hansen, Anne Hilton, Earl Kiesel, Tom McDowell, John Nesbitt, Debbie Ochsner, Karen Posten, Kim Russell, Patsy Velazquez, Molly Williams, Gwen Yung*

**Minutes from September 27th meeting:**

- Minutes from the previous meeting were distributed and reviewed. No changes were made

**Reports from Subcommittees:**

- **Corner (Karen, Patsy, Dee, Gwen)**
  - The display case has been installed and utilized for National American Indian Heritage Month in November. The display will be left intact through December. The Athletic Office and Gear Up will set up the display for January. The theme will be American Heroes.
  - April will be Community College Month. Information will follow under the Calendar Committee report.
  - It remains to be decided who will do the display for the other months.
  - Note: In December Ellen Creagar inquired about having March be Social Injustice Month. The Calendar Committee agreed to this so March is now dedicated.**
  - Discussion ensued as to whether a trapezoid table should be ordered for “The Corner.” Pros and Cons were discussed.
- **Calendar (Holly, Kim, Molly)**
  - Zach and Tami will also be included in this committee
  - April has been designated as Community College Month. Ideas for activities for the month were discussed. They are as follows:
    - Taste of EWC with ethnic meals being served in the cafeteria
    - Photos of faculty/staff and the community college they attended
    - Guest speakers—brown bag lunches with diversity topics
    - Encourage faculty to include diversity topics in their course plans
    - Bring legislators to the college
    - Host Business After Hours
    - Highlight Student Employees as National Student Worker Week is also in April
    - Approach Student Senate to ask for their ideas
- **Marketing/Image/Belonging (Tami)**
  - Tami requested direction. She will meet with Tom A. and Dee to further discuss this.

- **International Students & Club (Rex, Patsy, and Debbie)**
  - The Constitution and By-Laws for this new club were distributed and the committee was asked to give suggestions for naming the club.
  - After much discussion the name for the club was decided. It is the **Cultural Diversity Club**.
- **Enrollment/Recruiting/Retention& First Generation (Rex, Zach, John H., Judy)**
  - This committee has not yet met.
  - Zach will be the chair.
- **Student Life (Debbie, Patsy, Kellee, Jamie, Laurie)**
  - This committee has not yet met, but a Student Life PowerPoint was developed for the board meeting. The PowerPoint highlights the housing students and shows the diversity among them. It was suggested that the PowerPoint could be set up to run outside the cafeteria.
  - Kellee has been designated as the Chair for this committee.
- **Community Forums/Conversations Resources & Speakers (Tom A., John H., Anne, Mike, Tami)**
  - A list of the names of people to be invited to the town hall meeting with Peter Vogel was submitted.
  - The date of January 12<sup>th</sup> has been confirmed with St. Rose.
- **Hiring Practices (Tom McDowell)**
  - Mike Durfee and Dee Ludwig will also be members of this committee.
  - Nothing to report at this time.
- **Professional Development (Kim, John N., Dee)**
  - Please see handout for subcommittee notes.
- **Adding Student Representatives:**
  - There was much discussion about the process of adding Student Representatives and how many should be included on the Diversity Committee. For the present time the Committee decided to have seven (7) student representatives. They are as follows:
    - One student from the Gay/Straight Alliance Club**
    - One student from the Cultural Diversity Club**
    - One student from the Student Senate**
    - One International Student**
    - Three at-large students**

**Other:**

- Diversity Calendars for 2012 will be ordered for those who are interested

**Next Meeting:**

- Will take place in January

# Eastern Wyoming College Diversity Committee

February 7 2011

Noon-1 pm

T 131

## AGENDA

### Co-Chairs

Tom Armstrong  
Dee Ludwig

### Members

Tami Afdahl  
Jamie Black  
Holly Branham  
Judy Brown  
Rex Cogdill  
Mell Cooper  
Mike Durfee  
Kellee Gooder  
John Hansen  
Anne Hilton  
Earl Kisiel  
Tom McDowell  
Diane McQueen  
Laurie Mueller  
John Nesbitt  
Debbie Ochsner  
Karen Posten  
Verl Petsch  
Kim Russell  
Zach Smith  
Patsy Velazquez  
Leland Vetter  
Molly Williams  
Gwen Yung  
Students:

- Notes from November 30 meeting (handout)
  - Welcome to Student Members
  - Report on Community Forum
  - Next Steps from Culture Prep
  - Coming Up Next
    - Social Justice Month (March)
    - Community College Month & Diversity Month (April)Calendar (Holly, Kim, Molly)
  - Reports from any other subcommittees?
- Other



Eastern Wyoming College  
**DIVERSITY MEETING NOTES**  
February 7, 2012, Noon – 1:00 p.m.  
Tebbet 131

**Present:** *Tom Armstrong, Dee Ludwig, Tami Afdahl, Jamie Black, Holly Branham, Rex Cogdill, Kellee Gooder, John Hansen, Anne Hilton, Earl Kisiel, Tom McDowell, Laurie Mueller, John Nesbitt, Debbie Ochsner, Karen Posten, Kim Russell, Patsy Velazquez, Students: Kat Davies, Adam Kerney*

**Minutes from November 30, 2011 meeting:**

- Minutes from the previous meeting were distributed and reviewed. No changes were made.

**Welcome to Student Members:**

- Two new Diversity Committee student members were present. They are  
Adam Kerney  
Kat Davies  
These are two of the designated three at-large student members. The Committee also designated one student from each of the following clubs to be a member of the Diversity Committee:  
Gay/Straight Alliance Club  
Cultural Diversity Club  
Student Senate  
Debbie will email the club sponsors regarding these clubs' representatives.

The last designated student rep is to be an international student.

**Report on Community Forum:**

- **Those present at the Community Forum reported the following:**
  - The meeting was a good effort, but the turnout was disappointing.
  - There is a lot of hurt in the community. Now would be a time to affect positive change.
  - Many people who were present at the forum would like a designated contact at the college.
  - The Committee feels that a follow-up to the forum is a good idea.
  - It was suggested that we could send the results from Culture Prep to the people on the original Community Forum mailing list or at least to the meeting attendees.
- Discussion ensued as to whether Peter Vogel is a good investment.
  - The members at the forum felt that he did not keep the meeting focused.
  - Adam and Kat felt the survey developed by him for students was ~~awful~~—wording/vocabulary was bad and it was not plainly worded. Students did not take it seriously so results will not be accurate.
  - The suggestion was made that perhaps the Committee could create its own survey.

**Next Steps from Culture Prep:**

- There are two final dates to schedule with Peter Vogel as part of

the cross-cultural series. Possible dates to send to him include March 13-14, 27-28, or April 17-18.

**Coming up Next:**

- Social Justice Month (March)  
Ideas for this month are:
  - A display
  - Vocabulary cards telling people what words/statements are offensive
  - Stories about social injustice
  - Also this month would be a good time to recruit new members for the Gay/Straight Alliance Club.
  
- Community College Month and Diversity Month (April)  
Ideas for activities:
  - April 10<sup>th</sup>-Taste of EWC. Ethnic foods from students' recipes will be prepared. This date corresponds with the Board Meeting so Board Members could take part.
  - Survey on Lancer Net and/or Facebook
  - Photo display of faculty/staff telling what community college they attended.
  - Community College Alma Mater Day
  - Have speakers on Diversity Topics throughout the month
  - Celebrate student worker week
  - Have the mayor on campus for a proclamation
  - Lunch meetings
  - Participate in Make a Difference Day
  - Invite Legislators to speak on some set subject (ex: diversity or lack of diversity in legislature, general diversity subjects, funding, etc.)
  - Display in "Corner" case

**Other:**

- The Committee discussed how we can encourage involvement in Diversity Month activities.

**Next Meeting:**

- TBA

# Eastern Wyoming College

## Diversity Committee



March 13, 2012

Noon-1 pm

T 132

### AGENDA

#### Co-Chairs

Tom Armstrong  
Dee Ludwig

#### Members

Tami Afdahl  
Jamie Black  
Holly Branham  
Judy Brown  
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Diane McQueen  
Laurie Mueller  
John Nesbitt  
Debbie Ochsner  
Karen Posten  
Verl Petsch  
Kim Russell  
Zach Smith  
Patsy Velazquez  
Leland Vetter  
Donna White  
Molly Williams  
Gwen Yung

#### Students:

Adam Kerney  
Kat Davies

- Notes from February meeting
  - Reports on:
    - Social Justice Month (March)
      - Help with cost of T-Shirts?
    - Community College Month & Diversity Month (April)Calendar (Holly, Kim, Molly)
    - Cultural Diversity Club
  - Reports from any other subcommittees?
- Other
- Coming Up
  - April 18-Peter Vogel 10 am -3 pm

Eastern Wyoming College  
**DIVERSITY MEETING NOTES**  
March 13, 2012, Noon – 1:00 p.m.  
Tebbet 132

**Present:** *Dee Ludwig, Tami Afdahl, Jamie Black, Holly Branham, Rex Cogdill, Mike Durfee, Kellee Gooder, John Hansen, Tom McDowell, John Nesbitt, Debbie Ochsner, Karen Posten, Verl Petsch, Zach Smith, Patsy Velazquez, Donna White, Molly Williams, Gwen Yung, Guest: Christin Covello*

**Minutes from February meeting:**

- Debbie Ochsner introduced a guest, Christin Covello, a doctorate student from UW. She was observing our meeting for her Community College class.
- Minutes from the previous meeting were distributed and reviewed. No changes were made.

**Reports on:**

- Social Justice Month - John Hansen:
  - The Gay/Straight Alliance attended a conference with the theme “Breaking Out of the Box.” This in turn is the theme for the Social Justice display.
  - Political Science students, Art students, and Gay/Straight Alliance members made the display boxes across from Student Services.
  - T-shirts printed for social justice month were sponsored by Student Senate and Gay Straight Alliance. The Diversity Committee will contribute \$200 towards the cost of the shirts.
  - John also spoke of a project his Intro to Theater class is doing. This project is to bring awareness to Joseph Kony and his child soldiers in Uganda through watching a 30 minute video which has gone viral. The link is to the website is <http://www.kony2012.com/>. The link to the video is <http://www.youtube.com/watch?v=Y4MnpzG5Sqc>.
  - Ideas to promote the viewing of the video include:
    - film screening in the dorms
    - an ice cream social to make the viewing an event
    - include the community in a viewing(s)
    - partner with Student Senate to promote the viewing
  - The Kony Project cumulates on April 20, 2012. Since April is Community College Month, it was suggested that John H. be added to this subcommittee.
  - Diversity committee members were asked to view the video and provide feedback.
- Community College Month and Diversity Month (April) Calendar – Holly, Kim, Molly, John, Zach, and Anne
  - A handout was distributed showing the calendar of events for Community College Month and Diversity activities planned.

April 9 – 13 is Student Worker Week. Care packages will be made for student workers and supervisors will deliver the packages and write thank you notes to the students.

Taste of EWC will be held on April 10<sup>th</sup>. New York Strip Steak, chicken enchiladas, and ham loaf will be served along with side dishes. Laurie may need volunteers; she will let us know.

Still to be determined is if we will bring in speakers. The Humanities Forum has outstanding presenters who can be brought in for an application fee of \$50. The suggestion was made to bring in one or two speakers over the lunch hour. Perhaps one could be on a Tuesday/Thursday and one on a Monday/Wednesday/Friday to accommodate all schedules.

Earth Day and Arbor Day are in April. To celebrate, the following will be distributed:

- Reusable totes (250) and ponderosa pine trees (100) for employees, and
- water bottles (250) for students.

Student Senate will also be doing a trash cleanup project the first nice Saturday in April.

- Cultural Diversity Club
  - The club has been approved.
  - Paperwork for funds has been submitted.
  - Ideas for activities include:
    - Craft nights such as making sugar skulls and piñatas. A community service for the club would be to take the piñatas to the Care Center. The club could also sponsor a Community Ed class such as ethnic cooking.
  - Patsy will sit in the corner to recruit club members on 3/14/12.

#### Reports From Other Subcommittees:

- **The Diversity/Student Life Committee met.**
  - Their committee defined diversity as the condition of having or being composed of different elements.
  - Their goal is to provide activities for all students which offer an opportunity to socialize outside academics. At these activities “diversity can happen.”
  - Ideas for activities include
    - A St. Patrick’s Day meal
    - a guest speaker in the residence halls in April, and
    - a huge t-shirt for all graduates to sign which can then be framed and displayed.

#### Next Meeting:

- The next meeting was set for April 18, 2012 from 10 am – 3 pm. This is a meeting with Peter Vogel. **(The date and time has since changed. The correct time and date are April 25, 2012 from 11 am – 1 pm and Peter Vogel will not be able to attend.)**

# Eastern Wyoming College Diversity Committee



April 25, 2012

11 am-1 pm

T 131

## AGENDA

### Co-Chairs

Tom Armstrong  
Dee Ludwig

### Members

Tami Afdahl  
Jamie Black  
Holly Branham  
Judy Brown  
Rex Cogdill  
Mell Cooper  
Mike Durfee  
Kellee Gooder  
John Hansen  
Anne Hilton  
Earl Kisiel  
Tom McDowell  
Diane McQueen  
Laurie Mueller  
John Nesbitt  
Debbie Ochsner  
Karen Posten  
Verl Petsch  
Kim Russell  
Zach Smith  
Patsy Velazquez  
Leland Vetter  
Donna White  
Molly Williams  
Gwen Yung

### Students

Adam Kerney  
Kat Davies  
Brittney Rios  
Teal Deen  
Victoria Stromski  
Tyler Fitzwater

- Notes from March meeting
  - Reports on:
    - Community College Month
    - Other activities?
- Review of Culture Prep draft
- General Discussion
- Individual Worksheets (review)
- Group Activity
  - Planning for next steps
- Other

Eastern Wyoming College  
**DIVERSITY MEETING NOTES**  
April 25, 2012, 11 a.m. – 1:00 p.m.  
Tebbet 131

**Present:** *Tom Armstrong, Dee Ludwig, Tami Afdahl, Jamie Black, Holly Branham, Rex Cogdill, Mike Durfee, Kellee Gooder, John Hansen, Anne Hilton, Tom McDowell, John Nesbitt, Debbie Ochsner, Karen Posten, Verl Petsch, Kim Russell, Zach Smith, Patsy Velazquez, Donna White, Adam Kerney, Victoria Stromski, Nancy Ibarra, Sarah Allenby*

**Notes from March Meeting:**

- Minutes from the previous meeting were distributed and reviewed. One addition was made. The conference attended by the Gay/Straight Alliance was the Matthew Shepard Symposium for Social Justice

**Reports on:**

- **Community College Month**
  - Kony2012 video about child soldiers in Uganda was viewed. 37 – 40 people attended the noon viewing, and 67-70 attended the evening viewing. There was good community and great student involvement. Marketing for the event was great.
  - Displays were set up both at the EWC and Douglas campus; Douglas also held a forum and concert.
  - There were student giveaways for Earth Day
  - Student worker week was celebrated.
  - Business after Hours went well—a new crowd attended-- there were no trustees in attendance, a few foundation members attended, but many who attended were community and business community members. The tours went well and the science wing instructors really gave a lot of input to the tours. Many enjoyed the landscaping and the tour of the bookstore which they felt looked like a “first class business.”
  - Taste of EWC with the menu selected by the students was a success.
  - Audrey Kauferman engaged her audience when she spoke on Democracy in Public Education.
  - Root beer floats and the employee give away of reusable bags and trees rounded out the month’s events.
- **Multi-Cultural Club**
  - Officers were elected; Victoria Stromski was elected President and is also serving on the Diversity Committee.
  - The club has received funds from the Student Fee Allocation Committee.
  - At the second meeting 15 piñatas were made and most of them were taken to Torrington Learning Center and Goshen Care Center.
  - About 20 students have been showing up for the meetings. They are very enthusiastic and would like to have one more meeting before the end of the school year.

- **Student Diversity Sub-Committee**
  - Discussed “Lookism”—judging others by their looks.
  - The activities this committee has sponsored are:
    - Tie dying which included Gay/Straight Alliance club members
    - A poker tournament
    - Special speaker, Sharon Rickenbach who did a presentation on “Your Brightest Color” (individuals completed a questionnaire and then were shown their best color and the characteristics corresponding to that color).
    - May basket making
    - Extra large t-shirt for all graduates to sign
  - Diversity ideas for Fall 2012 include:
    - Photo collage, quilt squares, maps, group picture when school starts, host parents for all students more than 250 miles from home, big brother/sister with local day care, college for a day with elementary students shadowing a college student, sponsor Un-Diversity Day where we celebrate human likenesses.
- **Jim Ott Webinar**
  - Webinar was about how to communicate with parents.
    - You need to look at the people you are talking to and communicate in their way (ex: educated vs. non-educated).
    - Front line people make an impression that never changes.
    - You need to consider the parents’ goals also, and remember your audience.

**Review of Culture Prep draft and General Discussion:**

- **The draft of the Cross Cultural Climate Assessment for Eastern Wyoming College** was distributed. The Committee studied the “Observed Strengths” in the draft and added to these strengths. Additional strengths included:
  - The Diversity Committee has included student membership.
  - Several community service projects have been completed.
  - The college has done well celebrating diversity months.
  - The college has a strong commitment from faculty and staff to help every student.
  - Instructors maximize resources from student back grounds such as languages and beliefs.
  - A Diversity Club has been established.
  - The Gay Straight Alliance has been organized.
  - Student participation has increased.
  - Students are accepting of new changes.
  - Our Fine Arts Council brings diverse programs to our area.
  - The Art Club encourages diversity as does our Athletic Department.
  - Students attended the Matthew Shepard Symposium for Social Injustice.
  - The video Kony2012 about Child Soldiers in Uganda was presented.
  - The “Where in the World are you From” world map display on the bulletin board shows our diversity.
  - The Diversity Committee meetings are still well attended
  - The new Freshman Orientation Class “Students by Design” which is being taught by Court Merrigan and uses the book from

Bridges out of Poverty is a strength. Students may choose between this class and the College Studies class.

-The Upward Bound Grant was applied for (we did not receive the grant).

-“Taste of EWC” encouraged diversity.

**Group Activity – Planning for next Steps:**

- Committee members were asked to identify and prioritize three or four main activities or initiatives we should concentrate on for 2012-2013. The following were identified:
  - Look at the position of a Multi-cultural Coordinator. Perhaps this could be a volunteer, maybe a Faculty member who could be given release time.
  - Develop a Strategic Enrollment plan to recruit Goshen County minority students. We need to develop a plan with the Goshen County School District—we have had an initial meeting but we need to follow-up.
  - We need to reinvent the Non-Traditional Club for student parents.
  - Perhaps we could have a Minority Recruitment Day as UW does.
  - We need to have more authentic student involvement.
  - Need an ongoing theme of respect and tolerance.
  - We need long-term strategic planning, a vision, and a goal.
  - Investigate the possibility of a Community Service Club.
  - Invite more multi-cultural speakers to campus.