

DACC Equity & Inclusion Team

Agenda

December 4, 2019

1:00 pm

Laura Lee Room

Present: Candace McNeal (co-chair), Carol Nichols (co-chair), Bob Mattson, Carla Boyd, Shanay Wright

- I. Review Toolbox Focus Group Results – Attached, is the summary of comments from the African American Male First Time Full Time Fall students in the Toolbox Group. Additional comments will be gathered from the second Toolbox Group and shared with the team. The group felt the comments were very impactful and needed to be shared with faculty and staff.
- II. Plan going forward
 - a. Existing Faculty
 - i. The team discussed the plans by the ATD Teaching & Learning Team to present strategies from Black Lives Matter at the August In-Service meeting.
 - ii. The group suggested a PowerPoint presentation with the quotes floating through played during the half hour before in-service in August with no attribution. Carol will create.
 - iii. As an introduction to the Teaching & Learning presentation, we would like to review the statistics gathered recently regarding faculty vs student diversity and the significance as it relates to success rates among African American students. Ending with revealing that the quotes from the beginning of the day were from DACC students. Hopefully reinforcing the need to implement strategies from Teaching and Learning's presentation. (Bob to look at gender and race combinations to determine if there is a difference in success among African American students with a white male or female instructor.)
 - iv. We will ask Teaching & Learning to allow us time on their January meeting agenda to discuss further. (Shanay)
 - b. New Faculty
 - i. At last month's meeting, VP Jill Cranmore indicated they have difficulty recruiting qualified African American instructors. Churches have been widely used as a recruiting source but without significant results.
 - ii. The group determined that a first step was to develop a pool of potential candidates for both part-time and full-time faculty positions identifying their Master's focus.
 - iii. Bob expressed concern due to the low percentage of individuals with advanced degrees reported in the 2010 Census. We discussed the impact on area demographics of the death of retired factory workers with only high school

educations coupled with the impact of the recession on the attainment of advanced degrees.

- iv. The group recommends a social media campaign identifying the requirements for teaching at the community college level and availability of positions – both full and part time.
- v. The group will also take steps to identify potential members of this pool of potential faculty members through other means
 - 1. Approach Access, Equity & Diversity Team on how they attract diverse workers. Expand AED to include representatives from manufacturing and healthcare – high employment industries. What can be done collectively to attract and retain strong minority candidates? (Carla)
 - 2. Work with Stephanie Yates in Corporate Education to obtain similar information from her contacts. (Carol)
 - 3. Utilize informal social media surveys to determine potential candidates with advanced degrees. (Candace)
 - 4. Communicate how to fill the post-graduate gaps to become specialized in a field.

III. Next meeting – January 9 – during in-service.