**MINUTES**

**Committee on Diversity and Inclusion**

17 Jan 2017

Attending: Annie Hicks, Kevin Hodur, Lynne Owens, John Rice, Season Riley, and Laurie Walsh

1. The origin of this effort stemmed from a meeting requested by Lynne Owens, John Rice and Laurie Walsh with VP Lynn Mahlberg and Dean Tom Reagan. The faculty members expressed concern about diversity issues at GBC and the group decided to move forward with an *ad hoc* committee to work on improving GBC’s understanding and application of diversity and inclusion.

2. Based on this, an *ad hoc* committee was formed to begin the process. The committee consists of the three faculty who voiced concerns with the addition of Annie Hicks, Kevin Hodur, and Season Riley who all provide expertise in this area.

3. The committee formulated three broad working goals as a starting point:

1. Build a holistic framework for the understanding and application of diversity and inclusion at GBC;

2. The systemic application of the principles of diversity and inclusion at GBC; and

3. Reporting of data and analysis related to equity including hiring, salary, promotion, tenure, and evaluation in faculty and staff, and recruiting, enrolling, and graduating students.

4. The formation of this committee will be presented to Executive Committee 20 Jan 2017 and it expected a faculty senate vote will occur the following week.