

**Chancellor's Cultural Diversity Council  
December 12, 2014 2:30 P.M. to 4:00 P.M.  
Woods Hall - Room 101**

Members present: Bob Bliss, Deborah Burris, Lisa Busalacki, Kat Riddler, Malaika Horne, Carl Hoagland, Haim Mano, Kuei-Hsiang Hseuh, Linder Williams, Chris Dames, Jim Craig, Raleigh Muns, Charlotte Petty, Meg Naes, Sandy Morris, Quincy Jones, Joanne Westbrook, Meg Naes, Charlotte Petty, Raleigh Muns

**I. Welcome/Opening Remarks-Deborah Burris**

Bob Bliss welcomed all members. Deborah Burris welcomed Sandy Morris, a new member to the group.

**II. Community Forums-Group**

Deborah Burris gave a brief history of the previous forums and asked the group for feedback regarding the most recent forum on the police presence in Ferguson. The group commented that Jim Craig was progressive in his approach and his opinions were very well received. Jim stated that there also needs to be a place on campus that allows for the campus community members to be emotional about the incidents. Cameron Roark commented on how he learned a lot about the thought processes and protocol of the police force. Malaika Horne agreed that the forum was very informative, but stated that talking about Michael Brown might have been beneficial. She also suggested that David Klinger join the CCDC. Sandy suggested having the people who created the question read them. Deborah explained to the group that the forum was designed to be informative, structured and equally representative of different perspectives. She also mentioned that Jamie Linsin was present at the forum in case anyone did have an emotional moment; he was prepared to provide counseling services. Lisa Busalacki said there were other events on campus that were geared more towards the emotional needs of the campus community. Linder Williams said that she has helped at each forum and believes that each one is better than the last.

Deborah announced that the upcoming forums will include topics on social media and activism. Lisa Busalacki said the activist forum will include: Norman Saey, Percy Green and Virginia Braxs. She asked the group for recommendations for a fourth panelist. The group suggested the following individuals: Brittany Packnet, Tef Poe, and the two UMSL students who are assisting in leading the protests. Sandy Morris suggested Bob Samples for the media forum. Discussion ensued about recent events in Ferguson.

**III. Diversity Action Plan (DAP)**

*Hourly Employees/Inclusive Campus*

Meg presented an overview of the draft of recommendations the subcommittee has created. Meg explained the first issue to address had to do with improving communication with hourly employees who may not have constant access to computers. She said that the subcommittee recommendation is to put a bulletin board in their break room or time clock space. Carl Hoagland suggested using digital signage instead of bulletin boards. He said this may lessen the work load for those who have to program the messages.

Meg stated that the second suggestion is to provide Continuing Education for Supervisors. She said this would be an opportunity to share best practices and learn about creating inclusive environments.

Meg explained to the group the third recommendation: career development and advancement for hourly employees. She stated that there are online resources for available in MyLearn for learning additional skills and education; however, the hourly employees are not actively accessing the information. Meg indicated that one of the recommendations is to send a weekly e-mail to let staff know the available positions at UMSL. She stated that this not only helps advance current UMSL employees, but may also serve as a recruitment tool. Numerous members of the group spoke about the difficulty in transitioning from an administrative position to a managerial position.

Meg said the fourth recommendation is to host the Holiday party at an earlier time so hourly employees are on campus, and have not let for the day, so they are able to attend the event. Raleigh Muns commented on the positive impact the community forums had for the hourly employees.

Discussion about the recommendations ensued among the members.

#### **IV. Announcements**

- February 9, 2015: Community Forum Part III: from Marches to Millenials

#### **V. Upcoming Meeting Dates**

- February 13, 2015