

**January 20, 2021 – 10:00 A.M. Zoom Meeting – Hosted by Dana and Gretchen**

**AGENDA**

10:00-10:10 AM – Call to Order

10:10-10:30 AM – Welcome and Open Forum

Guest Speaker, Jennifer McCary, Chief Diversity & Belonging Officer

Dana – Welcome. And Introduction of Jennifer.

Jennifer – Hello and welcome back to new semester. Located in University Hall. Multiple offices under the main office of Diversity located across campus. Spread out division.

Slide show presented.

Review of Strategic Goals.

Question – re availability to attend events. Jennifer to bring up to cabinet. Support for staff to go to conferences, retreats, etc. Want people to be engaged. Don’t want people to feel like they need to take time off. Dana mentioned that it could be part of the training.

Question – do you think lack of diversity (ex – our council) because of lack of diversity across campus? Or is there something that we need to create a more welcoming environment. Supervisors need to encourage and support staff to get involved.

Suggest a resolution, call to action to get folks to buy in more to what we are trying to do.

Equity and belonging – classifications/duties/roles – lack of respect of support staff – ok to treat classified staff with a smaller lack of respect. Can come about in work duties/conversations/disciplinary actions. How can that be addressed as a sense of equity and belonging. Work with ASC possibly. Comes down to being valued and respected. We need greater dialogue. People do not understand the impact the words have.

Open Forum – Position posting discussion. Need to have a big enough pool to draw from.

Sandy Smetzer was co-chair and has left the university. Some positions open now on committee work. Don’t have to be a member of council to serve on a committee.

Reports

* Secretary Report – Danielle Burkin
	+ Will send November and January Minutes to be voted on.
* Treasurer Report – Deb Lucio
	+ No money spent this month.
* Administrative Staff Report - Jordan Cravens
	+ Survival mode. Focus a lot on employee wellness. Figuring out better timing on compensation request. Step up communication – newsletter now. Remind people that they are still there. Professional development – other opportunities to advance themselves during the pandemic time.
	+ CSC get together with ASC of a statement about dignity & respect of all employment levels? Also get together with ASC about compensation letter to HR?
* Retirees report – Pat Wilhelm
	+ Continue to meet virtually.
	+ Goal to try to meet for some lunches.
* Firelands Report – Deb Carden/Nestor Rave
* Chair’s Report – Dana and Gretchen
	+ Did not meet with president in December. Not on books yet to have a meeting due to busy schedule. Did meet with HR. Not much going on there. Talked about flex work policy. Policy approved FAQs written by HR. With marketing to have them format and publish at same time. Not given a definitive date but soon.
	+ Hire touch will no longer be BGSU software. They are hustling to get a new software and then train. If anyone must use it, be aware that change will be made.
	+ FAQ on Retention schedule has been requested. Pushed back due to Hiretouch but it is on the list of to do items.

Old Business – updates

* Diversity & Belonging Committee
	+ ASC per Jordan has an ad hoc committee. Making a move to make it a permanent committee. First – by – laws. To be more responsive. Volunteers outside of ASC. Specialized interest in focus. Jump in on different committees. Join in scholarship or by laws committee to look at things from the diversity lens. Also met to have own initiatives.
	+ Gretchen - Would be helpful to time letters to HR. Possible to discuss what is on each other’s letters. Reviewed who is on committee.
	+ Discussed a call to action/unifying message about equality and treatment. No one group is better than another
	+ Call out for ad hoc committee in FFF. Four members needed at least.

* Coffee and Donuts with President Rogers
	+ Waiting on follow up. He had busy January.
* Spring Banquet
	+ Deb – meeting next week – update in February.

New Business

* Elections
	+ Announcing vacancy for Sandi.
	+ Radar that we need a chair elect.
	+ Look for in FFF then separate email will then be sent.
* Food Pantry – Future Date/Challenge ASC
	+ MLK food drive did not occur but would still like to support this. Charge Campus and Community to organize this.
* Flex Policy
* Committee Positions Open

Committee – reports Critical months

|  |  |  |  |
| --- | --- | --- | --- |
|  | **CSC**  |  | **University**  |
| • | Bylaws -all year | Salary Compensation- Jan.-March  | CIO Advisory Board  |
| • | Election - April | Professional Development - All year | Public Safety  |
| • | Personnel Welfare- All year | Outstanding Service Award- March  | PACHWI  |
| • | Campus & Community-Feb.-May  | Outstanding Team Award- March | University Council  |
| • | Website - All year | Spirit of BG Award- All year  | Information Technology |
| • | OSCHE - All year | Scholarship Award- March  | Strategic Plan  |

Announcements/Concerns:

Good of the Order

**Next CSC meeting – Thursday, February 17, 2022 at 10am**

Adjournment