

**Delta College  
Board of Trustees**

**Special Meeting – Diversity Equity and Inclusion Committee  
Virtually via Zoom (1-929-205-6099 Webinar ID 838 8694 2083)**

**Held virtually in accordance with Public Act 254 of 2020 due to the COVID-19 Pandemic  
(Due to declaration of a Local State of Emergency by the Bay County Executive on April 6, 2021, and the Bay County Board of Commissioners resolution No. 2021-59 on April 13, 2021, extending the Local Emergency Order for a three-month period to expire on July 13, 2021, and the Bay County Board of Commissioners resolution No. 2021-112 on July 13, 2021, further extending the Local State of Emergency for a three-month period to expire on October 13, 2021.)**

**Tuesday, September 28, 2021  
7:30 am**

<b>Board Committee Members Present</b>	S. Gannon, M. Nash, M., Thomas
<b>Other Board Members Present</b>	M. Rowley (departed meeting at 8:00 am)
<b>Others Present</b>	T. Brown, P. Clark, S. Clauss, M. Crawmer, R. Curry, S. DuFresne, A. Elias, M. Gavin, L. Govitz, K. Hobart, S. Lewless, P. Randall, S. Raube, K. Rishe, K. Schuler, S. Shinkel, A. Ursuy
<b>Press Present</b>	R. Murdock (MLive)
<b>Call to Order</b>	Committee Chair, M. Thomas read a meeting overview at 7:32 am.

“Good morning,

The Board is authorized to hold this virtual special meeting with participation through the Zoom platform in compliance with the Michigan Open Meetings Act as amended (Public Act 254 of 2020) which permits a public body to meet by electronic or telephonic means upon declaration of a local state of emergency if meeting in person would place at risk the personal health or safety of members of the public or members of the public body. On July 13, 2021, the Bay County Board of Commissioners issued resolution No. 2021-112, extending the Local Emergency Order for a three-month period to expire on October 13, 2021.

The Zoom platform allows participants to participate virtually via phone or computer and ensures that the public can participate in this meeting.

For those joining us today, we want to ensure everyone can hear the board meeting. To minimize audio feedback, we ask all virtual participants NOT to use any speakerphone options.

All participants are currently muted to prevent any background noise or feedback. Board members will be unmuted to allow full participation during the meeting.

I have asked our Assistant Board Secretary, Talisa Brown, to serve as a moderator to assist me with today’s meeting.

Our moderators will note those who wish to address the Board and will unmute your lines one by one, announcing who is being unmuted.

Please note that all votes will be taken via roll call by our Assistant Board Secretary, Talisa Brown.

In addition, “the amendments (to the Open Meetings Act that went into effect on October 16, 2020) impose a new requirement for any member of the public body participating remotely to publicly announce, at the outset of the meeting, that he or she is participating remotely. If the announcing member's remote participation is for any reason other than military duty, the member must announce his or her physical location "by stating the county, city, township, or village and state from which he or she is attending the meeting remotely." The member's public announcement must be included in the meeting minutes.”

Therefore, our Board Secretary, Talisa Brown, will take attendance immediately after I call the meeting to order. When she calls your name, please say “here” and announce the city, township, or village; county; and state from which you are attending the meeting remotely.

If members of the public wish to address the Board, you may do so during the public comment portion of the meeting, which is on our agenda.

At that time, those wishing to address the Board should indicate their desire to speak by pressing \*9 (star-9) or the “raise hand” option.

Notes on rules for public comment, when you are acknowledged by the Committee Chair, we ask that you state your name and you may state your county of residence. As outlined in the Board of Trustees Bylaws, please limit your comments to five minutes.”

Committee Chair, M. Thomas called the meeting to order at 7:35 am.

Assistant Board Secretary T. Brown took attendance. Each Trustee indicated their presence, township or city, county and state in which they were participating in this meeting.

S. Gannon – Present, Jerome Township, Midland County, Michigan  
M. Nash – Present, Larkin Township, Midland County, Michigan  
M. Rowley – Present, Bangor Township, Bay County, Michigan  
M. Thomas – Present, Saginaw Township, Saginaw County, Michigan

## **Approval of Agenda**

Committee Chair, M. Thomas called for the approval of the agenda. S. Gannon made a motion to approve the agenda. M. Nash seconded the motion.

The results of the roll call vote to approve the agenda are as follows:

S. Gannon – Yes

M. Nash – Yes  
M. Thomas – Yes

Motion passed unanimously.

**Public Comment**

M. Thomas called for public comment.

**Discussion of The Delta of Tomorrow: Centering Diversity, Equity, Belonging and Inclusion (DEBI) in our Strategic Planning**

M. Thomas turned the meeting over to M. Gavin for the discussion of The Delta of Tomorrow.

M. Gavin began by noting that a diversity audit has been conducted. He thanked all of those that helped lead us through the process. M. Gavin said with committee approval he would like to present this to the full Board at the Regular October Board Meeting.

M. Gavin began his presentation by saying that the College has already begun the work of laying a foundation for our philosophy of what we will be doing over the next couple of years. The first one aligns with the audit in ensuring that there are no equity gaps in student enrollment, retention and completion for all students. We would look at our ability to address the needs through an action-oriented diversity, equity, belonging, and inclusion (DEBI) plan which would include metrics associated with each of those. The long terms goals would be to make sure that our student enrollment reflected the demographics of the counties we serve; same would be true of our employee pipeline.

Work has already begun in both Executive Council and President’s Cabinet. Realizing that we are in the middle of a strategic plan, we need to shift some of the action projects in order to lay the foundation towards the goals and the next strategic plan which the Board will have a significant amount of input on. All of this will help to link the strategic plan to each employee’s professional goals at all levels.

The main goals for 2021-2022 will be:

- Develop a timeline and process for a new strategic plan in 2023 that includes:
  - Revision of mission, vision and values to focus on equity and completion.
  - Develop data visualization connected to completion and equity.
- Increase enrollment, retention, completion in equitable way by:
  - Create a cross-divisional enrollment and retention plan to increase student success with no gaps in our top 20 courses and 10 programs.
  - Use program review and assessment to assist in planning for the future.
  - Review of each center to ensure it has the courses, philosophy and space-related need to achieve its mission.
- Lay the foundation for the launch of Delta Online in 2023 by ensuring:
  - Top 20 courses and 10 programs are offered in 3 modalities.
  - Purchase necessary equipment and professional development for faculty and staff to excel in an online environment.
  - Position Delta Pathways completion as a cross-divisional initiative to increase retention, completion and equity.

- Strengthen collaborative relationship and an inclusive environment with the Board, administration, faculty and staff to develop additional avenues to increase teamwork.

M. Gavin then shared a PowerPoint presentation, “The Delta of Tomorrow: Centering DEBI in our Strategic Planning.” The common themes on Delta’s climate from M. Gavin’s listening sessions include:

- communication necessary to build toward a collaborative future;
- need a vehicle to come together due to the change in the Senate structure;
- a desire to be part of the bigger picture; and
- the bridging of silos for better student and employee experience.

The DEBI audit findings on climate captured the following:

- new climate needs to include a shift to ensure marginalized communities don’t feel that their role is to simply educate dominant communities;
- 1 in 5 students considered leaving because of feeling isolated;
- most whites felt the College was welcoming and inclusive;
- some whites feel that diversity is an attack on them;
- buildings, curriculum and classrooms all lean toward white representations;
- silos are common; and
- community building toward trust is paramount both internally and externally.

Institutional goals for the long term include an undetermined increase in the 3 and 6 year completion rates and numbers by a certain date with no opportunity gaps and to have the faculty, administrative and staff positions reflect the racial and gendered population of our service area. The entire College will need to work together in different and new ways to attain both goals

M. Gavin shared with the Board the completion rate for the 6-year graduation rate by ethnicity. In 2014, the completion rate for White or Caucasian students was 31.0% compared to a rate of 11.7% for Black or African-American students. He noted that resources need to be shifted to allow for all races to complete at the same level. He also shared data on the ethnicity of Delta’s employees.

The DEBI audit noted six pillars which are:

- create a diversity, equity, belonging and inclusion (DEBI) framework;
- improve campus climate;
- communication and collaboration;
- invest in human resources and employee professional development;
- strategic recruitment and retention; and
- institutionalizing DEBI infrastructure.

M. Gavin shared a draft DEBI framework. The big thing that will be rolling out is a body on campus that is not focused on work rules but rather on innovation, equity and completion. It would be a new shared governance model focused on student and employee success.

He shared some possible personnel structure changes that were recommended through the audit which include:

- one cabinet member to focus on a Culture of Belonging and Community;

- one staff member to focus on Diversity, Equity, and Belonging with regard to pedagogy and curriculum;
- one staff member to focus on hiring, retention and Title IX; and
- one staff member to focus on a student support center focused on retention and to collaborate in retaining students of groups the institution is seeing gaps with, both online and in person.

Finally he noted that with a joint statement from the Board as well as the workgroups, the President and the Cabinet, the College would be taking Martin Luther King Jr. Day as a holiday as a sign of how serious we are about this work.

### **Trustee Comments**

S. Gannon said that she is in full support of this becoming something that we champion to the public. A lot of great work has been done and she is really excited not just because of the ideas but because there are metrics. This has been needed for a long time and she is supportive of whatever resources are needed to make this happen.

M. Nash said he shared all of his comments earlier. On an unrelated note he received a flyer for the Chocolate Affair. He is very much in support of the event but wonders if it should be held in person since the Board is still meeting virtually. He asked that the administration go back and take a look at this before the next Board meeting.

M. Thomas said that she can't express the excitement she has about this work and where Delta College is headed. She also noted the full support of this committee and that she is sure the full Board will support as well. Anything we can do to help move it forward is why we are here.

### **Adjournment**

There being no further business, M. Thomas adjourned the meeting at 8:25 am.

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Talisa Brown, Assistant Board Secretary