

**HOLYOKE COMMUNITY COLLEGE
BOARD OF TRUSTEES
Equity Committee**

Minutes of February 16, 2021

MEMBERS PRESENT	Yolanda Johnson, Chair Robert W. Gilbert, Jr. Suzanne Parker
MEMBERS ABSENT	Trustee Gi Charles Epstein
ALSO PRESENT	Christina Royal, Karen Desjeans, Olivia Kynard, and Clara Elliott
CALLED TO ORDER	Chair Johnson called the meeting to order at 11:03 am. This meeting was conducted remotely via Zoom.
	A motion was made by Trustee Parker and seconded by Chair Gilbert to approve the Meeting Minutes of January 14, 2021. A roll call vote was conducted: Trustee Parker Yes Chair Gilbert Yes Trustee Johnson Yes
	Trustee Johnson lead a conversation about the next steps in the Committee’s journey toward an anti-racist organization. There was discussion about collaborating with the College’s Equity, Diversity and Inclusion Committee about issuing a joint statement. There was discussion about assessing the Board’s professional development needs around equity as a starting point, through the Cultural Assessment survey, to gain knowledge on how the Board will move forward. It was suggested to develop a plan that has a timeframe and includes definitions, commitments, and expectations, so as new Trustees come onboard, it becomes a living document to further this work. It was also suggested that the Board focus on policies of the College and reviewing them through an equity lens. Trustee Johnson then presented some survey questions for the Committee’s consideration:

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Trustees in Pursuit of Equity

Presentation of Draft Survey Questions
Tuesday, February 16, 2021



Cultural Competence Self- Assessment

- This self-assessment tool is designed to explore individual cultural competence. Its purpose is to help you to consider your awareness in your interactions with others. Its goal is to assist you to recognize what you can do to become more effective in working and living in a diverse environment.
- This is simply a tool and not a test. Remember that cultural competence is a process, and that learning occurs on a continuum and over a lifetime. You will not be asked to show anyone your answers unless you choose to do so. While you complete this assessment, stay in touch with your emotions and remind yourself that learning is a journey.

Ratings

- Never
- Sometimes/Occasionally
- Fairly Often/Pretty Well
- Always/Very Well



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Value Diversity

I view human differences as positive and a cause for celebration

Know Myself

I have a clear sense of my own ethnic, cultural, and racial identity

Share my culture

- In am aware that in order to learn more about others, I need to understand and be prepared to share my own culture.

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Be aware of areas of discomfort

- I am aware of my discomfort when I encounter differences in race, color, religion, sexual orientation, language, and ethnicity.

Check my assumptions

I am aware of the assumptions that I hold about people of cultures different from my own.

Challenge my stereotypes

- I am aware of my stereotypes as they arise and have developed personal strategies for reducing harm they cause.

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Reflect on
how my
culture
informs my
judgment

- I am aware of how my cultural perspective influences my judgment about what are "appropriate," "normal," or "superior" behaviors, values, and communication styles.

Accept
ambiguity


- I accept that in cross-cultural situations there can be uncertainty and that uncertainty can make me anxious. It can also mean that I do not respond quickly and take the time needed to get more information.

Be curious

- I take any opportunity to put myself in place where I can learn about differences and create relationships.

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ADJOURNMENT	The meeting adjourned at 12 pm.

Respectfully submitted,

Karen Desjeans,
Board Liaison to Chair Johnson