



AP Social Justice Committee Meeting Minutes

February 24, 2022

4:15 pm - 5:00 pm

Representatives:

Open	Group 1
Justin Bean	Group 2
Glenna Decker, chair	Group 3
Luanne Brown	Group 4
Audra Pretty Smith	Group 5
Shawn Jenkins	Group 6
Chris McQueen	AP Executive Committee Liaison

Attendees:

Shawn Jenkins, Glenna Decker, Audra Pretty Smith, Kate Stoetzner

Absent: Bean, Brown, McQueen (new and might not have known.)

1. Convene and Welcome
2. Minutes to be approved
 - a. Glenna will email all for approval.
3. Wake Up! Session (Book discussion)
 - a. Overall went well.
 - b. From Justin's email:
 - i. Our first meeting went great! Truly excited to see the discussions we have
 - ii. I believe we ought to change time from 9:30a to 9a to accommodate the staff that had to leave early
 - iii. I think we should keep advertising to bring in more people if we're all comfortable
 - iv. In the next email it might be nice to request that people bring quotes they'd like to discuss/share/unpack for next time we meet to encourage discussion

- c. Doodle Poll for next 2 meetings: Glenna to put it together - Aim to get it out by Tuesday (March 1)
 - d. Can we ensure all members attend at least one session?
 - e. Justin is on deck to facilitate session 2.
4. Demographic Data on AP staff exits
- a. Justin broke it down for our review
 - b. We will review it on our own for our next meeting
5. Are there any updates on doing focus groups?
- a. Audra to investigate how to set it up.
 - b. Working draft of questions (gleaned from conversations.)
 - Q1: What do AP Staff think is necessary to Walk the Talk on diversity, inclusion, & equity?
 - Q2: What do they perceive as how the SJC can lead?
6. Need to investigate status of AP Survey results (a note from earlier minutes.)

Status of our stated 21-22 priorities:

In Process	AP Exit Demographics	In hand. Have not discussed.
In Process	Investigate how AP staff envision improving the university's action towards diversity, inclusion, and equity	(Audra)
Completed	Establish an AP read for Winter '22 semester	Done. Started.
Completed, waiting for next steps.	Support for hiring committee training beyond Inclusion Advocates *Shawn now SJC point-person for further work.	Outreach completed. Response from Megan Brave to bring up at HR Leadership