



Attachment 3 - b

MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD
MILWAUKEE, WISCONSIN
June 7, 2021

CALL TO ORDER

The Milwaukee Area Technical College District Board held a board retreat in Open Session on Monday, June 7, 2021, and called to order by Chairperson Foley at 2:06 p.m.

ITEM 1 a. ROLL CALL

Present: Erica Case; Mark Foley; Citlali Mendieta Ramos; Nikki Moews; Lisa Olson; Kahri Phelps Okoro; and Ann Wilson.

Excused: Ashanti Hamilton.

Dr. Vicki Martin, MATC president, welcomed the board to the retreat and stated the purpose of the retreat is to have an opportunity for a deeper understanding of DEI issues and to gain the board's perspective of those issues.

ITEM 1 b. COMPLIANCE WITH THE OPEN MEETINGS LAW

Chairperson Foley asked if proper notice of the meeting had been given in compliance with the Wisconsin Open Meetings Law.

Ms. Gwendolyn Green, board liaison, confirmed proper notice had been given in compliance with the Wisconsin Open Meetings Law.

ITEM 2. Presentation/Discussion on Campus Diversity, Equity and Inclusion

Ms. Eva Martinez-Powless, Chief Diversity, Equity and Inclusion Officer, began the retreat with a team building activity. Ms. Martinez-Powless asked the group to reflect and share what they feel they need to do as professionals or individuals to engage more deeply towards diversity, equity and inclusion (DEI).

Ms. Elle Bonds, Vice President of Human Resources, presented on the work the college is doing towards workforce diversity, equity and inclusion. Ms. Bonds' discussion included Region of Choice and Human Resources survey results; new hire and promotional percentages by fiscal year or racial diversity; retention and turnover

rates; policy and procedure review, leadership development and recruitment reboot.

Board members would like to see the workforce data on promotions racially disaggregated by area, where are we most successful?

Ms. Martinez-Powless shared that MATC's journey towards diversity, equity and inclusion looks promising. Ms. Martinez-Powless reported there are several great initiatives happening at the college. Through collaborative efforts and cross-functional teams, the following projects are currently in place at the college to address equity gaps: Moonshot for Equity, Dr. Shaun Harper's Race & Equity monthly eConvenings, a planned climate study in the fall semester, the Achieving The Dream project, DEI Committee and HSI Committee work and the Student Success Task Force led by Dr. Naydeen Gonzalez-De Jesus.

Chairperson Foley left the meeting at 3:45 p.m.

ITEM 3. Board Support of DEI Efforts

Ms. Martinez-Powless, Dr. Gonzalez-De Jesus and Dr. Martin discussed board engagement in diversity, equity and inclusion efforts. Ms. Martinez-Powless shared the following examples of what the board's role could be to support diversity, equity and inclusion, such as: to develop a board-level DEI committee; develop a board level DEI and/or Anti-Racist vision statement; develop DEI strategic plan for the board and review policies from an equity lens, and attending the USC Race & Equity convenings.

To address employee concerns on equity in promotional opportunities, the board suggested a review of the college's performance management system to ensure employees are being given proper feedback about their performance. Another suggestion was to institute a Careerpathing plan so employees are aware of their advancement opportunities and capabilities. The Board also would like to have an external facilitator for future discussions on diversity, equity and inclusion.

ITEM 4. ADJOURNMENT

The retreat ended at 4:00 p.m.

Respectfully submitted,

Gwendolyn Z. Green

On behalf of Board Secretary Citlali Mendieta-Ramos.

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Reasonable accommodations are available through the ADA Office for individuals who need assistance. Please call 414-297-6719 to schedule services at least 48 hours before the meeting.