

Staff Sub-Committee: President's DEI Board

November 7, 2025 2:00 PM SH-126

Kalie King
Michelle Bell
Sam Sudhakar

Jennifer Sorenson
Lori Caruthers Collins

Sara Garcia
Gerard Au

Meeting Minutes:

- Debrief from Retreat
 - Appreciate opportunities to meet as a subcommittee during the retreat to set up our goals and expectations among our teams. Perhaps additional time would be helpful since the 3 to 4 hours can seem a little rushed.
 - Continue to encourage introductions without titles and instead introduce themselves and how they got involved in the work or share something about themselves outside of their position or title at work.
 - Make a concerted effort to take campus survey results and feedback and show alignment to the changes that we're trying to make. What are we doing with the input we've received and how will we continue to do so?
 - How can we implement humility, kindness, grace, and "Unreasonable Hospitality"?
 - Book recommendation by Sam: Unreasonable Hospitality by Will Guidara
 - Table discussions with our subcommittees gave us time to reflect as a team and build relationships.
 - How do we share our stories and lessons with others, good or bad, in times where it may be difficult to do so? What commonality do we share?
- Budget Requests were approved
 - \$5,000 for Strategy 42
 - \$5,000 for Strategy 38
- Faculty & Staff Mental Wellness Fellow - Dr. Arkadie
 - Will work with various stakeholders to ensure full usage of the resources available and participation with campus staff & faculty and increase outreach efforts for wellness opportunities
- Childcare Resources - November 14th Information Session with Infant/Toddler Lab School and Children's Center to meet and discuss what the current processes and procedures are for staff and faculty looking to utilize those resources.

[DEI Board Subcommittee Goals & Budget](#)

Strategy	Small Group	Intended/Possible Outcomes	Budget
39	KK/AB/LCC/ GA	Improve the clarity and visibility of HR related processes and protocols through database management/process management/website updates, etc. Lead: Kalie King	\$0.00
42	AB/KK/SG	Civility at Work, Lunch & Learns with SDO & Liaisons	\$5,000.00

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		Lead: Alisha Beal	
33	JS/KK/MB/ LCC/SS	Childcare center evaluation, MOU's & external resources, Bright Horizons, EAP, local child-care centers Lead: Jenny Sorenson	\$0.00
38	ALZ/SG/KK	Awareness of career paths, training, Academic Impressions, cohorts, high level visibility, collaborations with FCE, increased participation, LEARN conference, additional conference type learning, workshops on technical skills, industry-specific training, soft-skills & personality or work type assessments, cultural competency, etc. Lead: Ana Liza Zell	\$5,000.00

Action Items:

Identify which small groups you may be interested in supporting

Brainstorm what the intended outcomes will be and what we're going to do to get there