



GWDC Diversity Action Committee Meeting
Friday, January 5, 2007
ProAct, Inc.
Draft Meeting Notes

Members Present: Roger Banks, Miguel Cantu, Steve Ditschler (Chair), Liz Evensen, Jan Hively, Jodi Julseth, Yang Long, Larry Mareck, Kathy Mullarky, and Rollie Morud.

Staff Present: Rod Haworth, Brenda Norman, and Renee Raduenz

- 1. Welcome and Introductions:** Chair, Steve Ditschler, opened the meeting with a welcome and introductions by committee members. Motion to approve meeting notes from December 7 made by Rollie, seconded by Roger Banks—*notes approved*. Rollie Morud wanted to ensure that the meeting minutes reflected the appreciation from committee members on the great meeting materials sent out by staff before the meeting.
- 2. Defining Diversity:** Rod Haworth and Renee Raduenz facilitated a consensus-building exercise to create a working definition of “diversity” for the purposes of clarifying the committee’s work and charge. The committee started the discussion by looking at the draft “Key Themes” graphic that staff created that outlined the key themes that emerged from the past two meeting discussions. It was noted that it was important to tell people how we, as a committee, defined diversity and that the definition will be used to help guide the committee in accomplishing its charge. The committee would like the definition to be dynamic vs. academic and visionary in scope so employers can use it to change the way they look at diversity—considering pending workforce shortages, etc. Staff noted comments and changes that members wanted made to the “Key Themes” document. Some of these changes included:
 - Stress “education” more...youth, employers, minority population, etc..
 - Importance of understanding current trends
 - Life-long work
 - Honest information and data collection so appropriate measures can be created
 - Building awareness
 - Balance b/w trade and academic education/dignity of work

Staff will make the changes as noted.

Staff proceeded by asking members to write down key words and phrases they would like to see in the committee’s definition of diversity. The words/phrases were posted on a sticky-wall so they were all displayed for further discussion. The sheets of paper were then clustered into groups based on common themes. By the end of the discussion, the committee had 5-6 areas of commonality that they would like to see in a definition. Staff will draft a definition for the committee to review at the next meeting. Please see attached chart that

captures this discussion. A draft definition is listed on bottom of chart based on headings/titles given to each cluster.

3. **Demographic Data:** Steve asked committee members what demographic data and statistics they wanted the presenters to present at our next committee meeting. Committee members were interested in getting information on the following demographics/trends:
 - Data on retirement projections for Minnesota and implications for workforce shortages in state.
 - What is the current unemployment rate in Minnesota? What are the demographics of the unemployed population? What does this population look like (age, race, education level)?
 - How are unemployment rates calculated? What about those who are not actively seeking unemployment benefits or employment, etc.? What do those numbers look like?
 - What is the percentage of Minnesotans who are employed? (relative to entire MN population vs. to the unemployed population) What are the demographics of the employed population? What does this population look like (age, race, education level)?
 - What are employment trends statewide (Greater MN and Twin Cities and short-term and long-term)?
 - What are the high-growth jobs/occupations in Minnesota? What education is required of these jobs/occupations? What is the current number of minority workers in these jobs relative to the population of the rest of the state?
 - What is the current school enrollment rate in K-12 and Higher Education? What is the proportion of ESL students?
 - What are the current drop-out rates by gender and race?
 - What percentage of students who drop out of high school achieve their GED within 5 years of dropping out?
 - Describe the changing demographics of Minnesota's population

4. **State Policies on Diversity:** Kathy Mullarky presented information on a meeting she recently had with DOER (Department of Employee Relations) on policies regarding diversity. She reported on three items of progress over the years in respect to this area:
 - The creation of councils in statutory language (Council for Black Minnesotans, Asian-Pacific Islanders, etc.)
 - Chapter 43A19- Affirmative Action for state agencies/on-going Plan that DOER and Dept. of Administration control
 - Human Rights Act of Minnesota (363A). This is much broader than federal EEO laws

In her opinion, the language in many of these policies does lip-service to meet requirements, but doesn't mean too much. Language in state policies usually responds to affirmative action policies and is not specific to "diversity" or strong enough in many instances to be purposeful and meaningful.

5. Meeting adjourned. Next meeting is Friday, February 2, 2007, 10:00-1:00 at Fairview Health Services. Josie Brinda will host this next meeting. Directions and parking information will be sent out to committee members in the meeting notice.