Goals:

1. Understanding Southwest Tech’s students who meet the definition of Special Populations, as defined by the Wisconsin Technical College System, and our performance data
2. Establishing goals for better serving our Special Populations
3. Seeking Board guidance and wisdom on allocating resources ([triple bottom line](https://www.forbes.com/sites/jeroenkraaijenbrink/2019/12/10/what-the-3ps-of-the-triple-bottom-line-really-mean/#45a3b2a25143)) to help the College prosper by better serving students with an emphasis on Special Populations

Preliminary Agenda:

1. Introduce Respect Pledge – Students included
   1. Round Robin Statement from each Board Member: Public signing of Respect Pledge
2. Review Board Ends
   1. Mission, Vision, Purposes, Values, and Strategic Directions
   2. Review College Health Indicators and adopt baseline goals
   3. Review Special Population data – Extension of the Aspen Institute review conducted last year
   4. Presentation of process to incorporate a new value for diversity, equity, and inclusivity
   5. Round Robin Board Member sharing – What would be important for you to see us incorporate at the college?
3. Presentations from Faculty, Staff, and Students
   1. Charge Forward Students; Student Campus Safety Program; and Public Safety Civic Engagement
   2. Community Development: Guest Police Chief Officer Tony Ruesga
   3. Connection to Board Ends: Finalizing the definition for College Health Indicators: Student Learning and Economic Development
   4. Connection to Goals: Board Member Round Robin: What would you like to see the college accomplish before 2025?

**Previous Related Board Material**

The Board has asked us to present a proposal for developing a new college value for diversity, equity, and inclusivity. We recognize this as an opportunity to improve our college by eliminating racism and other forms of discrimination. The Board’s role is to provide broad leadership from a policy and ends perspective. College faculty, staff, and students will determine the means for achieving the goals. As we prepare for the Board retreat in October, during which we will analyze achievement gaps, it would be helpful to learn more about each Board member’s perspective and experience related to diversity, equity, and inclusivity in the workplace.

In addition to a strong moral imperative rooted in our mission, there is a business case to investing in diversity, equity, and inclusivity. We are preparing students to work in increasingly diverse workplaces and serving diverse customers. Through training and learning, coupled with clarified expectations and specific goals, we can position the college to thrive as we achieve diversity, equity, and inclusion outcomes. We recognize a need to review our current policies and practices as part of our efforts. After reading an article published by the Harvard Business Review entitled, “[Who Supports Diversity Policies? It Depends on the Policy](https://hbr.org/2019/10/who-supports-diversity-policies-it-depends-on-the-policy),” we would like each member of the Board to provide wisdom and guidance related to the following question:

Question: What are some ideas or concepts you think will help strengthen a culture of inclusivity and create more opportunities to diversify our campus?