**Northern Illinois University**

**UNIVERSITY COUNCIL PERSONNEL COMMITTEE**

**April 02, 2024**

**2:00 p.m.**

**Altgeld Hall Room 225**

**MINUTES**

Present: John Acardo, Chris English, Shannon Stoker, Carol Walther, Holly Nicholson, Tiffany Morris (Arrived Late)

Absent: Barbara Gonzales, Tom O’Grady, DeeAnna Phares

Staff/Guests: Shay Wright, Carol Sumner, Simon Weffer, Janice Hamlet

**Call to Order**

Acardo called the meeting to order at 2:07 p.m.

**Adoption of Agenda**

Acardo requested a motion to approve the agenda. English moved. Walther seconded. The agenda was approved with no changes.

**Approval of Minutes from February 13, 2024**

Acardo requested a motion to approve the meeting minutes from February 13, 2024. Nicholson moved. Stoker seconded. The minutes were approved.

**Public Comments**

There were no requests for public comment.

**Statement on Commitment to Diversity Development**
The group engaged in a fruitful discussion about the creation of a statement on commitment to diversity. It was emphasized that this statement should not only be a set of words but should also reflect actions and commitments towards diversity, equity, and inclusion.

**Inclusive Hiring Practices**
Focus extended to inclusive hiring practices. The group explored the idea of developing templates for job postings that promote diversity and inclusion. It was suggested that these templates could include links to resources and information about support systems available post-employment.

**Expanding the Notion of Diversity**
The conversation broadened to encompass diversity beyond race and ethnicity. The group discussed the importance of showcasing diversity in various facets of the organization's operations and emphasized the need to avoid making assumptions based on demographics.

**Engaging the Community**The group highlighted the significance of engaging with our local community and fostering cultural diversity. It was suggested that initiatives such as cultural events and celebrations could provide valuable insights into our commitment to diversity.

**Next Steps**
A sub-committee was formed to further explore these ideas and present recommendations to the larger committee. The sub-committee members are Holly Nicholson, Chris English, Shannon Stoker, and Tiffany Morris.

**Next meeting Identified and Adjourned**

The group agreed to meet next April 30th at 2PM. Nicholson motioned to adjourn. Stoker seconded.