

## Diversity Council Meeting Minutes: February 20, 2020

In attendance: Jordan Craven, Lisa Cunard, Beth Lunde Stockero, Audrey Mayer, Mike Meyer, Faith Morrison, Cyndi Perkins, Kellie Raffaelli, Diane Shoos

The main item on the agenda today was future plans to improve child care access: Priority #2 as identified from the 2018 University Climate Survey.

Audrey Mayer gave an update on her fact-finding call to the University of Michigan, which offers subsidized sick child care. The university contracts with a company called Kennedy Care, which identifies care providers and ensures that they have a background check and advanced Red Cross training. Parents contact Kennedy Care when they have a need, and then Kennedy Care bills the University, which takes the cost out of the parent's paycheck (so parents do not pay the care provider directly).

Although the company has recently expanded to Lansing (to serve MSU), it is not likely that the company would be willing to expand into a small market far from their base of operation.

We then discussed whether all care (sick, snow day, etc.) can be bundled as one service. Along these lines, we discussed two possibilities:

1. A USG-maintained babysitting list. Parents would pay an annual membership fee to use it, and those fees would go towards funding background checks through Michigan Tech Public Safety and first aid training delivered by student EMTs. Audrey Mayer will speak with USG, Public Safety, the EMT program, student housing, and the university lawyer to identify possibilities and barriers to this system. The advantage of this idea is that it can be started relatively quickly, and would self-fund. For some of the high-need times, such as the two weeks before fall semester (when faculty and staff are expected to be back to full time), some students may come back if they could use that time to make money (many pay rent throughout the summer months and so have housing at that time). Students who live on campus may be able to move into the dorms early.
2. Care for pre-school-aged children: We should begin the process (again) to identify need, current waitlist times, current capacity, and cost. We recommend holding a meeting with key individuals in the Administration and Advancement to discuss expanding current daycare options on campus (or elsewhere but affiliated with Michigan Tech).

We also discussed early childhood training/education as a possible barrier to care providers. KBOCC currently offers a child care development certification and a pathway towards certification, and we could discuss the possibility of opening slots for individuals who would provide care in the Houghton/Hancock area. We also discussed contacting Gogebic Community College to see if they could offer a similar program closer to town (such as in their class space in the mall).