


Hybrid Diné College Strategic Design Town Hall Meeting with Navajo Nation Division Directors

Tuesday, May 2, 2022

Tsaile SUB Activity Room

9:00 AM to 11:00 AM

Medium Delivery Details: Zoom meeting and in-person

Zoom Meeting Details:

Meeting ID: 918 3407 6977

Passcode: 569355

Telephone: 1 669 900 9128

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| Attendees (In-person) | Winifred Jumbo, Dr. Roessel, Francetta Begaye, Dr. Geraldine Garrity, and Norma Bowman. |
| Attendees (Virtual) | Bo Lewis, Marie Nez, Dr. Perphelia Fowler, Maxine Hillary, Valinda Shirley, Marlinda Littleman, JT Willie, Deannah Neswood-Gishey, Lisa, Valinda Shirley, NNTRC-Administration, and TSEVT Conference Room. |

| Agenda Item | | Person Responsible | Description |
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| 1. | Invocation | Dr. Garrity, College Provost | Prayer was offered in Navajo Language. |
| 2. | Introduction of Purpose, Intent, and Details of Strategic Design | Winifred Jumbo, Director of Dual Credit Enrollment Management | Presentation was shared with division directors outlining purpose, intent, processes, timeline, internal and external stakeholder committee's information, and website details for the strategic design. |
| 3. | Introduction of Strategic Themes | Dr. Charles Roessel, College President | Presentation was shared with audience outlining the 6 Strategic Themes. <ul style="list-style-type: none"> • Quality Growth • Accessibility • Campus Health and Wellness • Holistic Integration • Culture/Environment • Facilities |
| 5. | Purpose and Guidelines of Community Feedback | Winifred Jumbo, Director of Dual Credit Enrollment Management | The purpose of the feedback was explained to audience. |

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| 6. | Community Feedback Conversation | All. | Diné College leaders listened to feedback. |
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| Person | Comments |
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| Dr. Perphelia Fowler | <p>The College could go paperless by being receptive to technology. Also, increase access to education for students with disabilities. Explore creating a sustainable farm to integrate the well-being of a person into campus life. Conduct surveys of students to gauge their mental health and well-being.</p> <p>Moving forward, we need to promote holistic integration by evidence-based techniques and restoring the teaching of SNBH. Create space for elders and community within the College. The facilities of an institution impact the quality of education offered and received. We need to create a forward-looking strategy.</p> <p>Some schools are being combined. Which College on the Navajo Nation is going to be the first to go fully online?</p> <p>VP Lewis asked what are the needs within DPM that Diné College could assist in? DPM has so many job vacancies right now, so they are trying to develop internships for job training. There are a lot of openings within the healthcare professions, because the wages are not competitive. Training of simple aspects like MS Excel are needed, DPM spends a lot of time and energy training their employees.</p> <p>We would like to see a progression chart of how the College has developed over the years. We don't have a nice housing infrastructure like many organizations on the reservation. Many employees are at the age of retirement within the Navajo Nation. Childcare does play a role in accessibility, creating solutions like small videos for instruction for parenting could help. We need to understand where higher education is coming from, what makes us unique? Our teachings come first and how do showcase intergenerational learning? How are we going to preserve our Navajo teachings?</p> |

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| | <p>Holistic integration is very important. DPM is currently working on customer service for their employees. The cultural sensitivity piece is very important, maybe include the clans of a person on their door at their office space. The goal is to make sure everyone feels welcomed.</p> <p>Our enrollment is very critical, we need to make sure dual credit students are not included in overall count. We need to recruit students from our communities. Land will always be an issue, but we need to revisit how we address one another through ké.</p> <p>We need more accountants and maybe Diné College could lead that initiative. Diné College could create the first accounting firm on the Navajo Nation, they would know the community best. Do we have a plan B for enrollment?</p> |
| <p>Deannah Neswood-Gishey,</p> | <p>Oversees Division of Social Services since 1993. They work with families and there could be potential partnerships developed with Diné College. TANF is a primary service of their division, they help clients receive vocational training to become employable. They pay for tuition and meal costs and collaborate with various colleges and universities. They offer subsidized employment, Diné College can employ the clients.</p> <p>They oversee the Childcare and Development Program and their staff always need certifications and required training. They have 26 childcare facilities and have been slowly reopening.</p> <p>They receive Title 4 E funding, which is specific to the School of Social Work, where participants can earn a degree and return to work for the division. They have 422 employees under their division, they would like to train the next managers.</p> <p>They conducted an assessment for their employees, they found out the division had high expectations, but they were not assisting and helping their employees. We need to invest in our employees, they needed help in grammar, which means partnering with Diné College to offer an introductory English course. This will allow employees to feel confident in delivering their services.</p> <p>Understating the concept of various types of modalities in offering training is important. Some employees are comfortable with virtual meetings, which means multitasking. We might miss</p> |

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| | <p>critical information during virtual meetings, we are losing touch with one another. We don't have relationships, we need to take a moment to go back.</p> <p>We need to transition our customers into College and reduce their dependency on governmental benefits. There are incentives for academic improvements for their children. The children receive benefits for being on the honor roll and receiving a high school diploma. We need to explore dual credit with the College. It will enlighten our students to become great members of society.</p> <p>Trauma informed workforce is necessary, because of the pandemic. We need to be healthy as a workforce, what will Diné College have in place for that? Sometimes we have individuals who receive post-secondary education but lack skills like customer service. As employers, we see individuals who lack interpersonal skills. Communication is so important and sometimes we lack that aspect in our work. We need to make sure our message is being shared correctly. There needs to be a buy in from everyone in the organization.</p> <p>Continue to invest in IT, we need technology. The College could conduct an infrastructure assessment. Within her division, most of the offices will have fiber connection and it was a huge investment. They work with vulnerable communities, so now they can meet with families outside of the office because our employees have laptops and wireless printers. IT should always be a priority for effectiveness and efficiency to reduce duplication of work.</p> |
| Norma Bowman | <p>Transportation issues could be resolved by partnering with Navajo Nation Transit System. There are some students who are still in fear, because of the pandemic. Mentally, the students have to prepare themselves, even for individuals who would like to find a job. There are some individuals who would like to be in-person, while others still would like to work or go to school completely virtually.</p> |
| Maxine Hillary | <p>She always wanted to teach at a tribal college. She taught a seminar at Diné College. The population of students she has taught were indigenous and first-generation. A lot of her students experienced some type of trauma. She supports ways to improve the learning experience for students. It's easy to fix a computer but it may be difficult to fix a person or human being. We have to understand our employees and students as a whole. We need to be respectful and appreciate one another.</p> |