

Agenda

Campus Equity & Diversity Committee

3/19/2009
1:30 PM
Room 227

Type of meeting: Monthly
Facilitator: Vincent White, Chair
Note taker: Vince White

Attendees:
Vincent White, Chair; Cynthia Wafer, Sharon Kelly, Andre Strong, Ricardo Salas, Dan Tesar, Ruth Sipple, Alex Salvador, Lorena Cadena, Robert Miranda

Agenda topics

Rollcall	Vince
Approval of Minutes	All
Introductions	All
Kenneth Robinson, Director of Diversity	Mr. Robinson
Revisions to Diversity Committee	Vince
2009-2010 Chair	
2009-2010 Events	All
Open Forum	Open

Resource persons: Lily Espinoza

Agenda topics

Approval of Minutes

All

Discussion:

Minutes approved with noted exception made by Ruth Sipple.

Conclusions:

Action items:

Vince will remove the passage

Person responsible:

Deadline:

Introductions

All

Discussion:

With Dr. Kathleen Hodge and Kenneth Robinson, the new District Director of Equity and Diversity present, the committee members introduced themselves to Kenneth Robinson.

Conclusions:

Action items: N/A

Person responsible:

Deadline:

Discussion:

Mr. Robinson described his experiences within the private and public sector which included experience with Bakersfield College. He stressed that he is working directly with Jeff Horsley and Steve Duncan as they continue to work through the details of the responsibilities of the Director of Equity and Diversity but stressed that he saw himself being actively engaged in the following responsibilities:

1. Hiring and recruitment
2. Issue of EEO and sexual harassment
3. Staff Development – Ken will be the district wide chair as well as management development.
4. Community Component which will involve greater communication between the District and the Hispanic Chamber of Commerce as well as collaboration with other private organizations.

A conversation was initiated by Dan Tesar regarding the official procedures for reporting discrimination. Kathy said that if the complaint is originated by a student, it should go through Bob Miranda and Toni Dubois respectively. Bob will screen the complaint for validity. If it originates from an employee, it will go through Ken and District HR. Dan stressed that we really need to get the word out to the campus. Kathy stressed that all formal complaints will go through Ken. Ruth inquired about issues surrounding students with disabilities citing that the campus has had issues in the past. Ken said that Jeff is still the ADA compliance officer. In addition, Ken said that District is still working through the process and is currently working on a draft to clearly delineate the reporting process. He also mentioned that the District is looking to align their discrimination policies with those suggested by the Community College League. Lily asked if these changes would create a discrepancy in the anti discrimination language of the district versus that printed in the campus literature. Vince expressed a concern with changes to the district anti discrimination policy and cited that the District's previous attempts caused concern among GLADE, Latino Faculty and Staff Association as well as the Black Faculty and Staff Association who felt that the (then) proposed changes "watered down" the districts language. Ken said that any changes would have to go through the proper channels before approval. Lily asked if Ken would be providing resources for the Diversity Committee activities. Ken said that he would focus on EEO reps to serve as a resource and that his key roles involve staff development and staff diversity. He encouraged the group to rely on the committee to provide resource, find a source, and pull together programs such as Umoja. Ricardo stressed that although he understood that services need to reach out to everyone, that there needs to be an emphasis on Latino students given that Latinos are the largest minority group at FC. Kathy stressed that it is the student at risk who comes under prepared. Cynthia asked Ken if he saw a need for a Safe Zone. Ken said he did not know what it was and so Vince described the program. After hearing about the description, Ken stated that he supports a Safe Zone. In regards to the questions posed to him, Ken ensured the committee that he would not be an advocate for any one particular group but all groups. Dan opened a conversation about academic freedom and asked Ken what his position and thoughts were in regards to students who file complaints against faculty citing the student's religious beliefs. Ken described his experiences at Bakersfield College in a discrimination case involving an African American student and a professor in which the professor created a classroom environment that created a pervasive hostile environment for African American students. He said that academic freedom cannot trump a student's right to a safe environment.

Conclusions:

Action items:

Person responsible:

Deadline:

Action items:	Person responsible:	Deadline:

Revisions to Diversity Committee		Vince
Discussion:		
<p>Vince announced that he sent the revisions to the CEDC mission and purpose to the pertinent representatives: Dr. Hodge, management; Dr. Ken Collins, Faculty Senate; Ericka Adakai, Classified Senate; and Rod Lusch, CSEA. He also said that he spoke with Dr. Hodge who informed him that the CEDC is now under PAC and that any changes would have to go through PAC. Thus, Vince will be present at the next PAC committee meeting on March 25th and encouraged any other CEDC members to be present.</p>		
Conclusions:		
Action items:	Person responsible:	Deadline:
2009-2010 Chair		
Discussion:		
<p>Vince announced that he will step down as chair at the end of the 2008-2009 year and issued a call for names for the next committee chair.</p>		
Conclusions:		
Action items:	Person responsible:	Deadline:
2009-2010 Events		All
Discussion:		
<p>Vince said that he was beginning to collect ideas about 2009-2010 events and encouraged the CEDC members to do the same. He also stressed that given the current budget crisis that it may be difficult to plan for high-profile speakers. Sharon stressed the CTC will have the same funding of approximately \$5,900 remitted to the CTC for diversity events – that the funding was institutionalized into the budget so it will not be taken away. Vince noted that the CTC has always applied for funding for diversity tours and that he was not sure if we would be able to do any tours. Dan stated that he was under the impression that Adam O’Connor has a list of all events that had been approved for three years for dynamic funding. Vince stated that he would ask Lily to confer with Adam to make sure that diversity tours is on Adam’s “list.”</p>		
Conclusions:		
Action items:	Person responsible:	Deadline:

Open Forum

Open

Discussion:

Lambda Society requested \$300 to purchase t-shirts and printing costs for cards for their Day of Silence event on April 13. Vince noted that he would have to check the current funding to see if we would be able to support the request. Ricardo had to leave but stated he would support the request.

Alix Plum-Widner requested any funding that would help support the Cheer Squad for the 2009-2010 academic year.

Both groups provided a one-page description of their events which were entered for the record.

Conclusions:

Action items: Vince will check the budget and email committee members.

Person responsible:

Deadline:

Resource persons: