



January 21, 2009
1:30 p.m. to 3:00 p.m.
College Center
Conference Room 229

Diversity Committee

ROLL CALL

PRESENT:

Associated Students: Connie Doan; **Classified:** Josue Abarca; **Faculty:** Diana Kyle; **Management:** Lily E. Espinoza (Committee Chair), Olivia Veloz;

Black Faculty & Staff Association: Andre Strong; **Disabled Student Services:** Paul McKinley; **Gay & Lesbian Association of District Employees:** Vince White, (Committee secretary)

ABSENT:

Classified: Sharon Kelly; **Inter Club Council:** Joshua Pena, **Latino Faculty & Staff Association:** Bob Miranda, **District Director Equity & Diversity:** Kenneth Robinson

VACANCIES:

Faculty: 1 representative – still pending Faculty Senate appointment

GUESTS: Adam O'Connor, Director of Budget & Finance; Alix Plum-Widner, Faculty, Staff Development

Meeting began at 1:35pm

HOUSEKEEPING

- 1) Membership (Welcome Olivia Veloz, Paul McKinley)
 - a) Lily brought to the attention of the committee new members: Paul McKinley who replaces Ruth Sipple as the advocacy representative for disabled students and Olivia Veloz who is replacing Cecilia Alvarado as the second manager representative appointed by the campus president. She asked the members to go around and introduce themselves and say what each member was hoping to accomplish as a representative to the Diversity Committee. Lily gave a brief overview of the shared governance structure of the Diversity Committee and noted that at present, we are still waiting for Faculty Senate appointment of the second faculty representative. Lily also noted the work of Ruth Sipple and encouraged members to send Ruth our appreciation. Vince reminded the committee members that all information (mission, structure, minutes, and scheduled meetings) for the Diversity Committee is on the Cadena Cultural Center website.
- 2) Agenda
 - a) Alix said that she was present at the behest of Carol Mattson to see how staff development could be a part of the Diversity Forum. No other changes. Agenda approved.
- 3) Minutes
 - a) December 17, 2009 minutes approved with no changes.
ACTION: Secretary will post to Diversity Committee webpage

NEW BUSINESS

- 1) Adam O'Connor – Independent Contractor Policy and Diversity Espinoza
 - a) Lily introduced Adam to the Diversity Committee and explained that the reason for Adam's presentation was to clarify the policies and procedures for inviting and scheduling guests to perform at Fullerton College. This was prompted by the issues surrounding the Day of the Dead Celebration guests in the fall 2009. A lengthy discussion ensued but in general, Adam explained the history and rationale behind the current procedures for independent contractors and stressed the need to follow these procedures. First, that the current policies and procedures were inspired by audits that were conducted on other community colleges in 2006 & 2007 in which campus employees were being hired as independent contractors which had negative implications for those districts. Second, there was no standardization in the documents used to employ independent contractors. Third, there must

be an assessment of the liability of having the guests perform on the campus. Thus, in September 2008, the current documents and procedures were created to address these three issues. Adam briefly explained the flowchart and steps when planning events. First, to determine the need and who will fulfill that need. Is the person you wish to invite an employee of the District or an independent contractor by completing the questionnaire. He noted that one of the problems that has arisen is that any contract that is \$5,000 or less will need to stay on campus and that he is more than willing to answer any questions.

- b) A lengthy discussion ensued regarding the cumbersome nature of the paperwork and its impact upon faculty, staff, and the community members who are offering their services either for cost or pro bono. Adam stressed that any guest performer must have a tax id to be paid for their services and that the District will require this for payment.
- c) Vince mentioned that during the discussions of Day of the Dead it was implied that the paperwork would be required if the guests are paid through general funds but not if paid through bursars funds and asked Adam to clarify this issue. Adam said that the source of funds did not matter and that the paperwork would still be required regardless.
- d) Olivia suggested that there should be a volunteer who would do all the paperwork and would be the expert in navigating the required paperwork. Vince noted that the committee already addressed this by making the Cadena Coordinator the secretary of the Diversity Committee since the funds for the diversity activities are awarded to the general funds for the Cadena/Transfer Center, this person would be the best secretary for the committee.

OLD BUSINESS

- 1) Faculty Senate Report Espinoza
 - a) Lily noted that the committee has yet to present to the Faculty Senate and that she was informed by the Faculty Senate President, Marcus Wilson, that the agenda item will be ongoing until the Diversity Committee reports to the Faculty Senate. She noted that according to the Faculty Senate Constitution and bylaws, the faculty representatives on the committee are obligated to regularly report to the Senate the work of the Diversity Committee. However, unfortunately, the committee has not had a consistent faculty representation since Diana Kyle had to relinquish her seat early in the academic year and the Senate had not appointed a replacement. In addition, Ricardo Salas, the other faculty representative, had missed most of the meetings due to a scheduling conflict with another meeting scheduled at the same time as the Diversity Committee. So Lily approached Ruth and Diana through email to present to the Faculty Senate since they are the only faculty present on the committee at this time. However, both Lily and Diana have a schedule conflict and offered volunteers to present to Faculty Senate.
ACTION: Paul and Vince will report to the Faculty Senate at the soonest Faculty Senate meeting.
- 2) Spring 2010 Events White
 - a) Vince distributed a list of campus diversity events and highlighted only the changes and new items that were made since the last committee meeting. Lily noted that Vince has maintained an online campus calendar of diversity events that can be accessed from the Cadena Cultural Center.
- 3) Career Launch Recommendation Espinoza
 - a) Lily gave an overview and background for a proposal by the Diversity Committee for campus sponsorship following the concerns that arose by the overwhelming presence of the US Army at the Career Launch and its impact upon students of diverse backgrounds, in particular, those students who identify as lesbian, gay, bisexual, or transgender. A discussion ensued about the wording of the proposal, in particular, that "All future events sponsored at Fullerton College must be with organizations that are accessible and available to all members of college community, including students who are minorities and underrepresented as described by the protected classes of the California Education Code." Lily stressed that whether or not the proposal will be accepted by the PAC members, that at least the Diversity Committee has advocated for minority constituents. The committee voted and approved the motion to present the proposal to PAC.
ACTION: Lily will present the proposal as written to PAC.
- 4) Campus Diversity Forum White
 - a) Vince gave an overview of the background of the proposal; the purpose for the creation of a Diversity Forum, and that at present, the subcommittee has yet to meet. A brief discussion ensued about the primary objectives about the forum; in particular, what is the status of diversity at Fullerton College. The committee discussed the proposed date for the forum and after various dates, they group came

up with Tuesday, April 27, 12-1:30pm.
ACTION: Vince will check with Master Calendar for a location.
Lily adjourned the meeting following this discussion.

INFORMATIONAL ITEMS/ANNOUNCEMENTS/OPEN FORUM

1) District Equity and Diversity

Robinson

a) Ken Robinson was not present. No report issued.

MEMBER REPORTS

1. Management
 2. Faculty
 3. Classified
 4. Associated Students
 5. African-American Faculty & Staff Association
 6. Disabled Student Services
 7. Gay & Lesbian Association of District Employees
 8. Latino Faculty & Staff Association
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REMINDERS

Next meeting: February 18, 2010, Room 227
Agenda items due February 15, 2010 at 5:00pm