



February 18, 2010  
1:30 p.m. to 3:00 p.m.  
College Center  
Conference Room 227

# Diversity Committee

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## ROLL CALL

### **PRESENT:**

**Associated Students (ICC):** , **Classified:** Josue Abarca, Sharon Kelly; **Faculty:** Diana Kyle, **Management:** Lily E. Espinoza (Committee Chair), **Black Faculty & Staff Association:** Andre Strong, **Disabled Student Services:** Paul McKinley, **Gay & Lesbian Association of District Employees:** Vince White (Committee secretary), **Latino Faculty & Staff Association:** Bob Miranda

### **ABSENT:**

**Associated Students:** Connie Doan, **Management:** Olivia Veloz, **District Director Equity & Diversity:** Kenneth Robinson

### **VACANCIES:**

**Faculty:** 1 representative – still pending Faculty Senate appointment

**GUESTS:** no guests

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## **HOUSEKEEPING**

- 1) Membership (Need faculty representative)
  - a) Lily introduced a motion to include a representative of the staff development as a resource member. The impetus for this motion came from the Deans. Paul asked if there was cross representation on the Equity and Diversity committees. The motion was altered to include a resource member from the Student Equity Plan Committee and campus Staff Development.  
ACTION: Motion passed.
- 2) Agenda
  - a) Sharon requested that report from Classified Senate be moved up.  
ACTION: Agenda approved with the report from Classified Senate moved up.
- 3) Minutes
  - a) ACTION: January minutes approved with no changes.

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## **NEW BUSINESS**

- 1) Student Equity Report Espinoza
  - a) Lily passed around the Student Equity Report from the prior year and gave a brief description of the meeting schedule of the Student Equity Plan Committee and the approval process of the Equity Report in an effort to introduce a discussion of the Report by Diversity Committee members. Lily mentioned that the District Board is now holding the campus responsible for meeting the goals of the plan. She highlighted the suggestions within the report, in particular, the suggestion for improved technological delivery of services and information (i.e. the campus website & electronic marquees around the campus). Vince suggested that the campus consider including monitors in the campus dining facility as this is one of the most heavily trafficked area of the campus by students. Lily announced that Faculty Senate adopted the proposal to hire a fulltime webmaster. Sharon announced that the webmaster position was approved; however, the position was left unfilled because of the budget crisis. Paul mentioned that he spoke to Faculty Senate regarding accessibility when the plan was reviewed by the Senate, highlighting the issues of web content accessibility and Section 508 compliance. Paul stressed to the Faculty Senate that the current website for Fullerton College is not in compliance and that "it is not a question of if but when a complaint will be issued to the Office of Civil Rights." He stated that Chris Lamm, current chair of the Student Equity Plan

Committee, has been very receptive to this issue. Paul also stated that he opposed the creation of the website and getting a new webmaster unless the website could be created to be 508 compliant (universal design principles).

- b) The conversation returned to the Equity Report following the discussion below about the Education Master Plan. Vince suggested that the committee consider further discussion of the Student Equity Report because he felt that given the scope of it and its importance to the mission of the Diversity Committee, the committee did not have enough time to discuss the report today. Lily mentioned that the report specifically mentions the Diversity Committee on page 9. Vince stressed the importance of the report for planning next year and how our events support the Equity Report. Lily also stressed how the Equity Report and the Campus Climate Survey results will be used in the Diversity Forum and how this will affect what the Diversity Committee focuses on next. Paul said that he believes that the Equity Report is great but that it has weaknesses, in particular, that curriculum is not addressed within it and that this is a huge issue – “Are we addressing diversity within our curriculum.” He stressed that we need to educate faculty about diversity in an effort to inspire them to want to address diversity within their curriculum in all classes. He stated that each class should have a topic that deals with the issue of diversity and equity. He pointed out that everything in the Equity Report is related to support services Lily suggested that the committee invite the Deans to the committee to discuss diversity in the curriculum. Lily mentioned that according to Title V, curriculum is supposed to include diversity component. Paul mentioned that CurricuNet has about 36-37 check offs, yet, ADA/access is not part of it. Vince suggested that the committee invite Dr. Jennifer Combs, the current chair of the Curriculum Committee, to help inform and begin the conversation. Diana Kyle mentioned that the committee members need only to go to the forms on CurricuNet to see how it is handled. Diana suggested that the committee invite members of the Student Equity Plan Committee before inviting Dr. Combs because they are the ones that are looking at the issue of diversity.  
ACTION: Lily will continue to have this topic as an agenda item for further discussion at the next meeting.

## 2) Education Master Planning

Espinoza

- a) Lily announced that the college administration is currently creating the Fullerton College (10 year) Master Plan and that since we currently do not have a Diversity Action Plan, that some within the administration have suggested that the Master Plan is the Diversity Action Plan. As such, Lily stressed that it will be very important for the committee to have an input. Lily mentioned that she and Sharon are on the Master Plan committee is discussing some major issues regarding facilities of the campus such as the way the college looks, the location of buildings, green space, major entrances and exits for the college, the use of the walkway that crosses over Chapman Ave and whether or not we would continue using it and so, Lily posed to the group to think about how diversity is affected by these discussions. Lily said that she was concerned about the lack of bilingual and multilingual signage on the campus, promotional materials, and websites. The Master Plan committee is discussing these issues with the question of what will our surrounding committees look like in 2020. It is expected that the population of Orange County will increase 50% which begs the question of what this population look like demographically. Sharon mentioned stressed that the Master Plan committee posed the question that with the forecasted demographic changes, how will the campus respond and that is the responsibility of the campus community to provide input for the Master Plan. Josue asked if we are addressing diversity in the curricula in the Master Plan. Vince stressed that the Diversity Committee think about how the accessibility of the campus to our disabled students, in particular, how accessible are the facilities, walkways, and height of the buttons of the automatic door openers. Paul added that in the case of the door openers, they might be within code but that the current placement of these buttons show a lack of common sense of how difficult it would be for a person in a wheelchair to operate them. Lily asked the committee members to send any ideas to her.

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## OLD BUSINESS

### 1) Faculty Senate Report

Espinoza

- a) Lily pointed out that Paul and Vince will be presenting to Faculty Senate and invited them to discuss their presentation. Vince said that the document that was sent to Faculty Senate was created using Marcus Wilson’s topic points for discussion. Topics covered will include the Cadena Cultural Center website, Diversity Committee webpage, and the creation of a Campus Diversity Calendar which now has a link on the main campus website under “News and Events.” Paul said that he wants to make sure that we allow the Faculty to ask questions and that they come away with a positive feeling about

the Diversity Committee and to help inspire faculty to volunteer for the vacant faculty seat on the Diversity Committee. Diana mentioned that part of the difficulty in getting faculty to volunteer is that the Diversity Committee meets at the same time for other committees. Vince suggested that if this is the case then it would be good for the Diversity Committee members to consider changing the meeting schedule to a day and time that would allow for the greatest chance of faculty involvement. Diana suggested Monday, Tuesday, or Wednesday between 2-4pm. Vince suggested Wednesdays at 3pm. No other suggestions were made for the presentation.

ACTION: Paul and Vince will present to Faculty Senate today and also inquire of them what might be a better time for the Diversity Committee to meet that would best fit their schedules. They will report back to the Diversity Committee.

2) Campus Sponsorship Recommendation

Espinoza

- a) Lily informed the group that the recommendation regarding campus sponsorship was discussed at PAC. There were members on PAC that expressed their opposition to the proposal; however, that at the end of the meeting, PAC agreed that they would create a college sponsorship form that would act as a memorandum of understanding with organizations that will sponsor events. Diana introduced a discussion regarding protestors on campus who are not students and whose intent is to be arrested so that they can sue and the issue of free speech on campus.

3) Campus Diversity Forum

White

- a) Lily mentioned that Vince requested that we have the Forum as a standing item until it is concluded. Vince said that the Diversity Forum subcommittee – consisting of Paul McKinley, Sharon Kelly, FC student Dawn Cook, and he; met for the first time. He also mentioned that Diane Mazzei, an intern from the Masters in Educational Leadership program will be a resource member on the committee. The group discussed the basic format of the forum, planning meeting schedules, and ended with the group agreeing to come up with questions to guide the forum. Lily suggested that the committee create flyers and posters to help advertise the event. The event will be held on Tuesday, April 27 from 12 to 1:30pm in the College Center conference room. Bob asked if we had a listing of members who will participate in the Forum. Sharon stressed that all committee members should be present and that the Forum planning committee discussed the possibility of having students address the audience about their own experiences. Bob suggested that we need to include people from different cultures and backgrounds such as first generation college students and how difficult it was to adjust to our campus. Bob mentioned that he was concerned about “some of the discussions” he has heard about how people may want to use this forum as a spring board for their own personal agendas. Vince asked if he could be more specific. He mentioned that those he heard discussing the Forum were concerned that the administration would use it as a sounding board for the rest of the campus. That they (the administration) should be doing things that they should be doing as administration and as faculty in their organizational structure and that when we come up with an idea that they approve of and that they should have come up with initially, that they would then try to control the content and approach of it. Bob said that he hopes that we (the committee) are not experiencing this from the campus administration. Vince said that he did not and that the administration has been very supportive, even including the Forum in the President’s Weekly and Board Agenda. Vince also stressed that the original idea or goal was to create a forum to discuss the facts, demographics of which diversity exists and is experienced on the campus. However, that the subcommittee decided to have it be a discussion. He stressed his concern that the committee should devise learning objectives with a purpose for understanding and planning. The group continued to discuss elements of the forum structure such as whether to have panels, discussions formats, and the need to ensure that we define diversity broadly, etc. Diana expressed her concern that the forum avoids the issue of discrimination but keeping it a broad discussion of diversity on campus. Lily suggested that the group generate and submit the questions, info, and handouts to the Diversity Committee. Vince stressed the importance of including the fact-finding as an initial introduction. Vince expressed the concern about the timeframe of the Diversity Committee and suggested that Friday would be a better day. Diana suggested that faculty bring classes. Sharon expressed the concern that it should just be a couple of classes and that we really need to get faculty and staff there too.

ACTION: Vince will create the flyers and posters for the Forum. The subcommittee will continue to meet to further discuss the basic format.

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## INFORMATIONAL ITEMS/ANNOUNCEMENTS/OPEN FORUM

Robinson

- 1) District Equity and Diversity
    - a) Ken Robinson absent – no report.
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## MEMBER REPORTS

- 1) Management – no report.
  - 2) Faculty
    - a) Diana announced the National Association on Mental Illness will be presenting at Fullerton College in the College Center conference rooms on March 8, 2010; 12-1:30pm. Paul McKinley will be present as well as Chris Kiger.
  - 3) Classified
    - a) Sharon announced the Student Services Classified Staff Development event– A Taste of Diversity, on Wednesday, March 31. All classified staff is invited to attend and there will be break out sessions covering personal safety – presented by Steve Selby; and how to interact with frustrated students – presented by Paul McKinley. Diana offered to be present at the session with Paul to lend her support.
  - 4) Associated Students – no report
  - 5) African-American Faculty & Staff Association
    - a) Andre announced that the Black Student Forum was well attended – approximately 50-60 students in attendance. Lily reminded the committee that it is Black History Month and reminded the committee of the remaining events for February, in particular, Bilal's Stand. She also announced that Dawn Cook is giving a presentation called Tut's Technology through the GPS2 program.
    - b) Lily also reminded the group that March is Women's History Month and that the Cadena Cultural Center is hosting a Women's Leadership Forum: A Discussion of the Shriver Report on Tuesday, March 16, 2010; 12-1:30pm in the Campus Theater. Lily also announced that the DVD for Tim Wise is ready.
  - 6) Disabled Student Services - no report
  - 7) Gay & Lesbian Association of District Employees – no report
  - 8) Latino Faculty & Staff Association – no report
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## REMINDERS

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