



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

Diversity Committee

ROLL CALL

PRESENT:

Associated Students: Connie Doan; **Classified:** Sharon Kelly; **Faculty:** Diana Kyle; **Management:** Lily E. Espinoza (Committee Chair), Olivia Veloz; **Black Faculty & Staff Association:** Andre Strong, **Gay & Lesbian Association of District Employees:** Vince White, (Committee secretary); **Latino Faculty & Staff Association:** Bob Miranda; **Staff Development:** Alix Plum-Widner

ABSENT:

Faculty: vacant seat; **Classified:** Josue Abarca; **Associate Students:** Inter Club Council: Maria DuQue; **Disabled Student Services:** Paul McKinley; **District Director Equity & Diversity:** Kenneth Robinson

GUESTS: Diane Mazzey, Intern, Cadena/Transfer Center

HOUSEKEEPING

- 1) Membership (faculty representative election) Lily
 - a) Diana Kyle announced that Erica Bennett has submitted her name for consideration for the vacant faculty seat on the diversity committee.
 - b) Lily approached Diana to be the representative on the District EEO Advisory Committee that Ken Robinson is putting together. Diana will fulfill that role. Lily said that the committee will need a CSEA and DMA representative. Vince and Sharon mentioned that they did not see anything from the CSEA or CS soliciting for a CSEA representative.
ACTION: Lily will look into the matter.
- 2) Agenda
 - a) Vince made a request to add the following to the agenda:
 - i) 2010-2011 Planning
 - ii) 2010-2011 Meeting schedule
 - iii) Accreditation Report and diversity-related sections
- 3) Minutes
 - a) Diana questioned the accuracy of the following comments made by Paul McKinley: "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.'" Vince and Lily both confirmed that Paul did indeed make this comment.
 - i) **ACTION:** February Minutes approved – no changes

NEW BUSINESS

- 1) Asian Pacific Islander Faculty and Staff Association Espinoza
 - a) Lily announced that the AAPI is currently working towards official recognition and gave a brief description of the informal meetings that were initiated to discuss the formation of this group. She stressed that the Diversity Committee needs to help the AAPI with becoming an officially recognized group. Vince mentioned that the members who have assumed the lead in the formation of the AAPI are Jane Ishibashi, Karyn Nguyen, and John Abelon and urged the committee to work to have the AAPI recognized as an official member on the Diversity Committee. A brief discussion ensued regarding the process for making the AAPI an official voting member of the Diversity Committee. Vince suggested that the group members approach the FC President. Vince put forward the suggestion that the committee support the inclusion of the AAPI. Lily suggested that if the group

agrees that the committee move to include the APIA as an official DC member beginning in the fall. Diana Kyle mentioned that "we need the Native American" group as well. Sharon suggested that the DC would need to draft an amendment of our bylaws and submit it to PAC. There was discussion as to whether or not the APIA wanted to be a campus or district wide organization. Alix requested clarification of her role as a voting or nonvoting member. Lily confirmed that the role of staff development will be as a resource member (non-voting).

- i) Jane Ishibashi introduced herself as the current President of the nascent Asian Pacific Islander Faculty and Staff Association (APIA). She announced that the group has created a constitution based upon the GLADE constitution, set dues to \$20 per year and set up a scholarship for students interested in issues of Asian American/Pacific Islander studies, and to conduct events for Asian Pacific Islander Heritage month. She announced that Karyn Nguyen is the Vice President, Field Do is the secretary, Annie Lui would be treasurer. Jane inquired of the group of what she needs to do to become an official group. Lily mentioned that Diana suggested to Jane to approach Darlene. Vince suggested that the executives first meet with the FC President to announce their formation and inquire of Debra Gerard of their next step to become an official voting member on the Diversity Committee. Jane announced that once the APIA becomes an official group and if they are in place as a voting member on the Diversity Committee that John Abelon will be the APIA representative to the DC.
- ii) **ACTION:** A motion to permit the APIA as an official member in the fall 2010 provided they gain official recognition was approved.

2) Diversity Committee Newsletter

Espinoza

- a) Lily proposed the creation of a Diversity Committee newsletter to better inform the campus community of the activities of the DC. Alix suggested that Lily speak with Andrea Hanstein regarding advertising the DC through President's Weekly. Sharon emphasized that a separate DC newsletter might generate more interest among the campus community rather than a section in the President's Weekly. Diana suggested a special section in the Hornet. Vince said that the Hornet is willing but it will cost money to advertise in the Hornet. Vince inquired as to who would be responsible for writing the newsletter should it be approved by the committee. Sharon suggested we speak with Catherine Parks who does the Classified Senate newsletter. Lily mentioned that it will also help to garner more input from the campus community on diversity programming. Bob suggested that the group take a look at the EOPS newsletter as a possible template. Alix suggested that each constituent group of the DC submit a section for the newsletter.
- i) **ACTION:** Lily said that she will "put something together for the next meeting" at which we can begin to assign sections to committee members.

3) 2010-2011 Planning

White

- a) Vince encouraged the group to begin thinking about events for next year given the limited number of meetings left in the current academic year. Vince brought to the attention of the committee the past practice of the committee planning one event in the fall and one in the spring. Vince also stressed that whatever event we plan should be linked to the campus goals, equity report, and feedback from the Diversity Forum. Diana stressed the need for cultural sensitivity training. Lily asked Alix if staff development was planning any events related to cultural sensitivity. Lily suggested the need for self defense for women to prevent sexual and physical assault such as a personal safety day. Vince mentioned that this could be worked in with Sexual Assault Awareness month next year. Diana mentioned that she is working to bring "Take Back the Night" next year and making it part of the Sexual Assault Awareness month next year in April. She went on to say that the Psychology Dept. would host the Clothesline Project in the day and "Take Back the Night" in the evening with a candlelight vigil. Diana also suggested that the committee contact Campus Safety while Vince suggested seeking assistance from P.E. for self-defense. Vince suggested that all constituents step up and provide ideas for the meeting in April. Alix suggested a movie night for screening the recent movie "The Blind Side." Diana suggested "The Freedom Writers." Andre mentioned that about 8 years ago, FC/EOPS invited students who were part of the Freedom Writers to the campus. Alix suggested that if any funds still remain, that we consider doing the movie night before the semester ends. Vince explained the process that the campus administration has devised for showing movies on campus and stressed to the committee that the members become familiar with the motion picture industry rules for showing movies on campus. Vince inquired of Alix if staff development ever addressed diversity in the classroom such as offering a workshop to which Alix replied that she had not but would be willing to consider it.

- i) **ACTION:** Lily asked committee members to bring their ideas for the next meeting and/or email them to her. Vince will compile all ideas for the next meeting.
- 4) 2010-2011 Meeting schedule White
 - a) Vince reminded the committee of its previous discussion to consider changing the meeting schedule of the Diversity Committee for the 2010-2011 academic year. He reminded the committee that it was discussed that a better time for the committee to meet would be on a Wednesday afternoon around 3pm. Diana suggested that the committee wait until Erica Bennett arrives to discuss changing the meeting schedule for the Diversity Committee. Vince stressed that he will need to know by June because he will need to put in a facilities request for the coming year.
 - i) **ACTION:** Lily suggested that we table the issue.

OLD BUSINESS

- 1) Campus Diversity Forum White
 - a) Vince, Sharon, and Diane presented to the committee the agenda for the event and the PowerPoint presentation that was created by Diane Mazzeo. Vince explained that the forum will be divided into three parts: Part I will entail a presentation on the diversity of the campus, an explanation of diversity, and the reason why we address diversity; Part II would be a group discussions on how diversity is experienced in the classroom and outside the classroom around the campus – both the strengths and weaknesses; Part III would be a conclusion consisting of an explanation of how the Diversity Committee will use the information for planning. Diane explained the PowerPoint presentation that she created to the group. Lily suggested using bar graphs instead of pie charts used to reflect the staff and student demographics. Diana posed the question “What does ‘white’ mean.” Lily replied that it means white non-Hispanic. It was noted that the demographic figures were taken from the California Community College Chancellor’s Office Data Mart which reflects the statistics compiled and reported by the Fullerton College Office of Institutional Research. Diana took issue with the racial/ethnic categories that are used to report demographics to the state Chancellor’s Office; in particular, she expressed that the categories used are “disparaging” and “insulting” and that there should be a category for “multi-ethnic.” This inspired a lengthy discussion ensued about the categories used to show the diversity of the students, faculty, classified staff, and management. In particular, the group discussed the problematic issues surrounding the use of the categories that some categories are based on race and the others based upon ethnicity. The group agreed that the categories used are not reflective of the demographics of the campus that the categories do not allow for more detailed self-description, in particular multi-ethnicities and what comprises the category of “white.” Vince further discussed the facilities set up and logistics for collecting and compiling the information that the discussions groups create. The group discussed the pros and cons of presenting the demographic material before or after the discussion groups. Some members felt that presenting the information prior to the discussion groups would contaminate the discussions. Connie felt that having it prior to the discussion might change the conversation that people might have. Bob felt that it might be better to present the demographic material at the end of the event. Andre stated the statistics show the “truth” of the situation. Lily encouraged all members to participate in the planning committee meetings which meet every Friday in the Cadena/Transfer Center at 9am.
 - i) **ACTION:** Diane will send the demographic information to Diana who will rework the categories and place them in a bar graph and will send them back to the Diversity Committee.
- 2) **Committee ran out of time so the remaining agenda items were tabled to the next meeting.**
- 3) Student Equity Report Espinoza
- 4) Accreditation report and diversity-related sections White

INFORMATIONAL ITEMS/ANNOUNCEMENTS/OPEN FORUM

- 1) District Equity and Diversity Robinson

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: April 15, 2010, Room 227
Agenda items due April 12, 2010 at 5:00pm