



April 15, 2010  
1:30 p.m. to 3:00 p.m.  
College Center  
Conference Room 227

# Diversity Committee

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## ROLL CALL

### **PRESENT:**

**Classified:** Sharon Kelly, Josue Abarca; **Disabled Student Services:** Paul McKinley; **District Director Equity & Diversity:** Kenneth Robinson, **Faculty:** Diana Kyle; **Gay & Lesbian Association of District Employees:** Vince White, (Committee secretary); **Latino Faculty & Staff Association:** Bob Miranda, **Management:** Lily E. Espinoza (Committee Chair), Olivia Veloz;

### **ABSENT:**

**Associated Students:** Connie Doan, **Associate Students:** Inter Club Council: Maria DuQue, **Black Faculty & Staff Association:** Andre Strong, **Faculty:** vacant, **Staff Development:** Alix Plum-Widner

**GUESTS:** Diane Mazzey, Intern, Cadena/Transfer Center

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## **HOUSEKEEPING**

### 1) Agenda

- a) Moved – Campus Diversity forum, first item (proposed by White)
- b) Added to old business: 2010-2011 Diversity Committee Meeting Schedule (proposed by White)
- c) Added – P.A.C. mention of Diversity Forum (proposed by Espinoza)

### 2) Minutes

- a) **ACTION:** Approved with no changes

### 3) Campus Diversity Forum

White & Mazzey

- a) Vince White and Diane Mazzey discussed the current status of the Diversity Forum planning. They emphasized that the changes made to the agenda and PowerPoint were at the direction of the Diversity Committee members who wanted the demographic categories reworked; Diana Kyle submitted the faculty and student demographics using categories and figures she gleaned from the Fullerton College 2009 Fact Book. In addition, the Diversity Committee members also requested that the demographic information be presented after the group discussions. It was the concern of the majority of the members that the comparisons of the faculty and student demographics may prompt negative feedback from the group participants. In response, the Forum planning committee agreed to not present the demographic information in comparison but rather as stand alone items to offer a factual description of students, staff, faculty, and administration. To facilitate the group discussions, Diane added questions from Laura Rendon's student validation model. The Diversity Committee directed the planning committee to ensure that the Redon questions include students with disabilities. Sharon suggested and the committee members agreed to rewrite the questions as bullet points. The committee directed to planning committee to change the age distribution to a bar graph. Paul commented that the information of distribution of disability type that Diane gleaned from the California Community College Data Mart is inaccurate. In relation to the slide regarding how we define diversity and why we are concerned with it, Ken noted that it is important to ensure that participants are measuring the same thing and that diversity is one thing but the next step is inclusion. He stressed that people have to feel included and that the "highest level" is engagement – for example, have students been approached. A lengthy discussion ensued over how the committee defines diversity. Ken also gave a brief description of diversity that the committee felt was inclusive and aligned with the committee's idea of diversity. Vince also inquired of the committee members which of them will be able to participate in the forum. The following members have indicated they will be there: Vince, Lily, Paul, Diane, Bob, Sharon, and Maria (notified Vince prior to the meeting). The following members

have indicated that they cannot attend: Diana. The following members have yet to decide if they will attend: Josue, Olivia, and Andre.

- i) **ACTION:** Paul will rework the graph showing students. At the behest of the committee members, Ken agreed to write a brief description of diversity for the committee's approval that is "timeless and flexible." Both members will send this information to Diane who will revise the PowerPoint with all the suggestions by the committee members.

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## NEW BUSINESS

- 1) Membership Proposal Espinoza
  - a) Lily introduced a proposal that she will be submitted to the Presidents Advisory Council requesting the following changes to the committee membership:
    - 1.) The Asian Pacific Islander Association at Fullerton College have a seat on the Diversity Committee as voting members.
    - 2.) A member from Fullerton College Staff Development Committee serve as a resource member.
    - 3.) A member from Fullerton College Student Equity Committee serve as a resource member.
    - 4.) The NOCCD Director of Diversity serves as a resource member.
      - i) **ACTION:** Lily will revise the proposal with the noted grammatical changes and will submit it to the committee members via campus email for their approval.
- 2) P.A.C. Mention of Diversity Forum Miranda
  - a) Bob reported that Sean Chamberlain, the faculty member who is heading the FC Accreditation Self Study, included a mention of the coming Diversity Forum in the Self Study Report that was presented to the prior meeting of the President's Advisory Council (PAC). Bob encouraged all members to review the accreditation self study and review the sections that refer to the activities of the Diversity Committee. Lily mentioned that there was also discussion over the prior accreditation report regarding diversity issues at Fullerton College and whether the issues had been addressed. Sean responded that the information from the Diversity Forum would provide some answers to this question. This prompted a brief discussion by the Diversity Committee members over what might be the perceived outcomes of the Diversity Forum among the campus administration and the limitations and intent of the Diversity Forum. Bob also mentioned that Sean also commented that the campus has conducted many activities to address diversity; however, the composition of faculty is still a pressing issue. Diana agreed that there have been discussions regarding this issue and that the campus has an opportunity to affect this issue with the coming employment issues. Bob noted that given the fact that Proposition 209 has eliminated affirmative action in California, that the campus does not have much say over the diversity of the hiring committee. Diana noted that we can still ensure that we are advertising employment opportunities more broadly than we have. Vince noted that another factor preventing a more diverse applicant pool could be the limited number of minorities, especially males, earning graduate degrees. Diana noted that we could ask more questions related to cultural competencies. Vince mentioned that there needs to be more staff training on the issue so that staff members become more aware and sensitive to the issue.
  - b) **ACTION:** Committee members will review the self study and submit their feedback to Bob prior to April 28, 2010.
- 3) Newsletter Espinoza
  - a) Lily distributed a template for the proposed Diversity Committee newsletter. It was discussed and agreed by the members present at the March Diversity Committee meeting to create the newsletter. Each constituent group would be requested to submit information relevant to their representatives. Paul inquired as to why the names of the student representatives were not mentioned in the list of members on the mock newsletter. Vince noted that the constancy of the student representatives have been an on-going issue. Diana noted that this is an issue that needs to be addressed to PAC.
  - b) **ACTION:** Committee members voted to approve the newsletter and to submit an item to Lily within the next two weeks so that she can create a May newsletter. Lily will contact Darlene regarding student representation.
- 4) Diversity Forum Hospitality (Action Item) Espinoza
  - a) Lily introduced a motion to approve funding for coffee and cookies for participants of the Diversity Forum.
    - i) **ACTION:** Members approved funding up to \$200.
- 5) Sexual Harassment Reporting Espinoza

- a) Lily addressed a student incident that occurred between a female student who reported that she felt that she was being sexually harassed by a male student and his friends. Lily recounted the incidence and how she and the campus safety officers handled the case. The campus safety officers spoke with the students and noted that the situation as it was described by the student was not an illegal and that there would be no report taken. Following all the referrals that she offered the student, Lily noted that it would be good to know how many of these incidents occur without ever being recorded and reported. Diana noted that the student who reported the incident was one of her students and that she spoke with the student to inform her of the legality. Diana said that she believes that the student code of conduct addresses these types of incidences. Sharon noted that the campus safety does not write student incident reports for things that are not illegal; however, a staff member can write a student incident report that would be filed with the Dean of Student Services. Lily mentioned that there needs to be more education of our students on these procedures so that students can feel more empowered when incidences like this occur and that staff also are aware of the proper procedures to handle student incidents. Diana noted that there were two other incidents related to sexual harassment on the campus and as with the situation the group was discussing, the other two incidents also involved student athletes. She stressed that we need to discuss with the Dean of Physical Education regarding student athlete conduct. Ken noted that there are two issues from his perspective. The first deals with sexual harassment and if it is truly sexual harassment it should involve his office, meaning did the incident involve "was it overt, was it physical touching or grabbing, did it turn into sexual violence." He noted that several persons in the room have worked with his office on issues of sexual harassment and that these issues are covered in the district training of managers. Students should also be aware of the District unlawful harassment policy. The second issue deals with student code of conduct and those students have a right to due process that Bob is aware. So Bob is Ken's "go to" person for situations outside the classroom. Lily noted that sexual harassment is an on-going issue and that the students of the psychology club wanted to address in a student forum. Diana stressed that the issue of sexual harassment is a serious issue and that she would be willing to put together a sexual harassment workshop, not a forum, where the members work on actual work on sexual harassment issues and ensure that everyone is on the same page of what constitutes sexual harassment. Olivia noted that her office, the Academic Support Center, has academic support for student athletes and that they currently serve about 180 athletes in the center at close quarter moving around in two hours. She mentioned that they felt that issues of like this might occur and so her office created a code of conduct that the athletes sign regarding what is permissible internet activities and respectable treatment of the ASC staff and peers. At any point if the athlete fails to abide by the ten codes of conduct that their name will be submitted to their coach. Olivia mentioned that with the code of conduct, she has not had any problems with the athletes. Diana asked if this is an issue that should be the purview of the committee or the campus in general, to which Ken replied that he felt that it is a relevant issue for the diversity committee. Vince mentioned that if an issue of sexual harassment truly does exist with the athletes that it might prove useful to bring in the athletic counselor to help address the issue. Vince also stressed the need for a protocol to be drafted to help staff and students understand the procedures better and cited an incident of reported sexual harassment that he referred to Ken's office and which was remitted to Toni and Bob. He felt that this was confusing and asked Ken when it would then be appropriate to refer the case to Ken. Ken said that he appreciates being involved and informed; however, there is a difference between the student codes of conduct that Lily was addressing and when is the incident a student code of conduct and when is that a campus safety – penal code issue, and when it is it sexual harassment. He stressed that it is difficult to assess and that we all have to take each incident on a case-by-case basis to decide. Ken mentioned that three-quarters of the reports he receives involves student code of conduct which is referred back to Bob. Lily noted that the committee did not have enough time today to discuss the issue but that it is important that the members be aware of the issue, especially when planning events for the coming year.

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#### **OLD BUSINESS**

- 1) Student Equity Report Espinoza
  - a) Lily noted that she did not have anything to report and that the accreditation report was already addressed earlier by Bob.
- 2) 2010-2011 Diversity Committee Meeting Schedule Espinoza
  - a) Lily reminded the committee members of its desire to reconsider changing the meeting schedule of the Diversity Committee to facilitate a more consistent presence of committee members and that it

was expressed at the February meeting that Wednesday afternoons might prove a more advantageous meeting time. Diana noted that faculty schedules are too fluid to make a solid statement about what time is best and that it would be best for the committee members to vote on a day and time regardless. Ken mentioned that Cypress College schedules their Diversity Committee meeting on the second Wednesday of every month and Anaheim School of Continuing Education schedules theirs on the third Wednesday. Vince noted that Diana had mentioned at previous meetings that 3-4:30 might prove a better time. Vince noted that it should be added to the committee proposals that Lily will present to PAC.

- b) **ACTION:** Committee members agreed to change the Diversity Committee meetings to the first Wednesday of the month beginning with the 2010-2011 academic year.

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### INFORMATIONAL ITEMS/ANNOUNCEMENTS/OPEN FORUM

- 1) District Equity and Diversity Robinson
- a) Ken shared with committee members the following items and encourage the committee members to disseminate the information to the campus community:
- i) Diversecareers.com announcement of the OC Career Fair, Thursday, April 29, 2010
  - ii) Southwest Airlines (southwest.com) & Hispanic Association of Colleges & Universities- Lanzate Southwest Airlines Education Travel Program

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### MEMBER REPORTS

- 1) Faculty
- a) Diana submitted information on Jane Elliot as a suggestion for sponsoring her as a speaker next year. She described her correspondence with Jane and her speaker price of \$6000 per day. Diana stressed that Adela Lopez and Chris Lamm are eager to bring her to the campus. Ken expressed his sentiments that Jane's video "Blue Eyes" was one of the most powerful he has seen on diversity. Lily asked Ken if he would support the committee with the cost to which he said he could. Vince stressed that committee members need to bring their proposals for 2010-2011 to the May meeting to be voted upon. The committee was grateful to Ken who expressed his "100 percent support of whatever he could do" to bring Jane to the campus.
- b) Ken inquired as to who on the campus is tasked with high school relations and presented materials about an event covering civic opportunity gap in high school covering achievement gap. Vince noted that Rolando Sanabria is the high school outreach counselor and Diana mentioned that she just received thirty of flyers of the event that day. Ken gave her the information on this event.

**Meeting ended at 3:05pm prior to member reports.**

- 2) Management
- 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: May 20, 2010, Room 227  
Agenda items due May 17, 2010 at 5:00pm