



Diversity Committee

May 20, 2010
1:30 p.m. to 3:00 p.m.
College Center
Conference Room 227

ROLL CALL

PRESENT:

Associate Students (ICC): Maria DuQue, **Black Faculty & Staff Association:** Andre Strong, **Classified:** Sharon Kelly, Josue Abarca; **Disabled Student Services:** Paul McKinley; **District Director Equity & Diversity:** Kenneth Robinson, **Faculty:** Diana Kyle, Erica Bennett, **Gay & Lesbian Association of District Employees:** Vince White, (Committee secretary); **Latino Faculty & Staff Association:** Bob Miranda, **Management:** Lily E. Espinoza (Committee Chair), **Staff Development:** Alix Plum-Widner;

ABSENT:

Associated Students: Connie Doan, **Management:** Olivia Veloz

GUESTS: Dr. Sam Schauerman, **FC Interim President;** Scott McKenzie, **Interim VP of Instruction;** Dr. Chris Lamm, **Chair, Equity Plan Committee;** Adela Lopez, **Faculty, Ethnic Studies;** Marie Huizar, Ricardo Garcia, Nicholas Gonzales, **FC Students (Diversity Through the Arts Contest winners)**

Meeting commenced at 1:35pm

HOUSEKEEPING

- 1) Agenda
 - a) Diana Kyle requested the addition of a discussion of the audio recording of the committee meeting.
- 2) Minutes
 - a) Minutes from the April 15, 2010 meeting were approved without changes.

NEW BUSINESS

- 1) Winners of Diversity through the Arts Contest Espinoza
 - a) Lily Espinoza & Dr. Sam Schauerman recognized and issued the awards to the winners of the 3rd Annual *Diversity through the Arts Contest*. Winners were as follows:
 - i) 1st Place Popular Choice & 2nd Place Faculty Choice awards went to Ricardo Garcia
 - ii) 1st Place Faculty Choice award went to Marie Huizar
 - iii) 2nd Place Popular Choice award went to Nicholas Gonzales
 - b) Photos were taken by Carolyn Whelchel from PIO
- 2) Presidential Search Espinoza
 - a) Lily opened the discussion with a recap of the FC President candidates' question and answer session with FC staff. Adela Lopez expressed her "disappointment and concern" that the three candidates for Fullerton College President were not very diverse. She felt that the applicant pool was too few and gave a comparison that Santa Ana College's candidate pool numbered eleven candidates, five of whom were Latinos. She stressed the importance of ensuring a larger candidate pool chosen from a more diverse background and asked as to whether District policy was limiting the candidate pool. Chris Lamm raise the question: Did the committee have a sense of the candidates' support of diversity issues on campus based on the questions asked. She said that she was not able to attend nor did I see the video; however, that she heard that their responses were very broad and vague which is not unusual with this type of venue. She stressed that there should have been more questions posed to the candidates that would highlight their strengths in relation to supporting diversity on the campus. Vince questioned the impact of staff questions and feedback of the candidates upon the decision for hiring. Ken stressed that the feedback is very important and does hold weight in making the final decision of who will be offered the FC President position. Diana suggested that it would be good to have biographies on the candidates prior to the question and answer sessions. Vince suggested that for future appointments of the campus president that the Diversity Committee devise questions to pose to the candidates.

- 3) Diversity and Language on Campus Espinoza
- a) Lily introduced to the committee members the results of the first draft of the FC Student Campus Climate survey. She said that Darlene Jensen has informed her that there will be a revised version because the Student Affairs/AS office found more surveys as well as their concern that some of the comments mentioned FC staff in particular. Lily highlighted the negative comments made by students in the survey, in particular, the students' comments about African-American students, athletes, and LGBT students. Vince handed to the committee members a compilation that he made referencing the comments and data related to LGBT persons and highlighting the homophobic comments. Lily stressed the need for the Diversity Committee to be concerned about these comments. Chris and Ken both expressed their concern with the structure of the student survey and the need to validate the findings. Chris stressed the need for the Associated Students/Student Affairs to attach a cover letter with the survey documenting how the survey was conducted, the concerns, and recommendations. Ken stressed his concern over the methodology of the survey and redacted student comments. Vince suggested that the committee consider focus groups in an effort to gauge how minority groups experience Fullerton College. Andre stressed that the comments highlight the need for ethnic studies classes. Chris and Diana agreed with Andre and pointed out that at a time when the Ethic Studies division is experiencing cuts, the student comments show a continuing need to strengthen and grow the ethic studies program, especially since the department only has two fulltime faculty members who will be retiring soon. Chris asked Maria what she, as a student, felt about the suggestions. Maria stated that she thought the idea of focus groups was a good because she felt that many students would be too shy if in a large audience. Ken supported the idea of focus groups.
- 4) Recording (audio) of the Diversity Committee meetings Kyle
- a) Diana asked whether the committee had approved the audio recording of the committee meetings and asserted that it was not necessary. She felt that given the sensitive nature of many of the discussions within the Diversity Committee that recording the minutes might make some members apprehensive about making comments. Josue agreed with Diana. Vince stated that he began recording the meetings this spring because it helped him to create accurate minutes. He stressed the difficulties sometimes to be able to follow the discussion and participate as a representative of GLADE and secretary. It was suggested that members could be assigned to take minutes in turn. It was also suggested that Bob Miranda could ask a member of his staff to take minutes. The discussion continued over the legal nature of recording the minutes, that the committee is a public forum, and that all minutes are approved before being posted on line. Bob Miranda introduced a motion that the committee will allow the continued recording of the meetings but that members have the right to request their comments to be off the record and review the minutes prior to approval.
- i) **ACTION:** Committee members approved the motion put forth by Bob.
- 5) Planning for 2010-2011 All
- a) Lily announced that there is about \$5000 for diversity funding for 2010-2011 and that the committee was asked to bring their ideas for events to the meeting. She noted that at the last meeting Diana had put forth the proposal to have Jane Elliott come to the campus next year. Diana and Chris gave a brief overview of a workshop that Jane Elliott gave and that Chris attended. Diana said that believed Jane's daily cost is \$6000 and Vince confirmed that this was the figure Diana gave to the committee in the April meeting. Vince cautioned the committee about spending all the funding on the proposed event, stressing that the committee typically will allocate funds for a fall and spring event, usually \$1,500-\$2,000 each and stressed the need to reserve funds for other costs. Ken said that he is willing to support the proposal for a half day and that he is willing to offset any costs. Lily asked Alix if Staff Development had any funds to help support the proposal. Alix mentioned that the total funding for annual staff development is \$5000. Ken mentioned that Jane Elliott will be at the Museum of Tolerance on June 24, 2010 and strongly encouraged committee members to attend. Adela suggested that the District campuses could pool their funds and that doing such would help to foster good relationships between Cypress and Fullerton Colleges. Ken stressed that he felt that it would be a good idea and suggested that he could support this suggestion and added that the event should be held at Cypress College. Adela suggested that Jane could do two presentations one at Fullerton and another at Cypress. Vince noted that if the event were to be held at Cypress College, that the committee would need to think about transportation for students as he felt that students would not be willing to travel to Cypress College for the event. Lily asked if the committee was in agreement to begin the process of soliciting Jane Elliott to come to FC in the spring 2010 and to get a better idea of what the costs and format of her services.

- i) **ACTION:** Diana agreed to contact Jane to begin the process.
- b) Sharon Kelly suggested that the committee consider hosting an event that will showcase the oral interviews of Nissei students that Jane Ishibashi, librarian in the LLRC, is conducting.
- c) Adela asked for the assistance of the Diversity Committee in hosting the Achievement Gap Summit on November 5, 2010. This event is a follow up to a similar event hosted by CSU Fullerton last year. Adela said that there were many issues that still needed to be addressed following the CSUF summit and that this summit is intended to further that discussion. In particular, the summit will address the achievement gap in the K-12 system and as such, will include many educators from the K-12. In addition, the summit will include community organizations, and stress the importance of the connection with the Latino community. Ken strongly impressed upon the Diversity Committee that given the importance of this summit to equity and its high profile, that they will want to have a visible and active participation in the summit. Vince asked of Adela to explain what exactly she would need from the Diversity Committee to which she stated that they will need help with the food services, volunteers for registration, parking, signage, etc.
- d) Lily noted that the meeting was coming to a close and asked if the committee is willing to identify and support the following as its main events for the 2010-2011 academic year:
 - i) Fall – Achievement Gap Summit
 - ii) Spring – Jane Elliott
 (1) **ACTION:** The Diversity Committee agreed to support these two events.

Meeting adjourned at 3:00pm
Items Below to be tabled for the September meeting.

OLD BUSINESS

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| 1. Campus Diversity Forum re-cap | White |
| 2. Newsletter | Espinoza |
| 3. Membership Proposal | Espinoza |
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INFORMATIONAL ITEMS/ANNOUNCEMENTS/OPEN FORUM

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| 1. District Equity and Diversity | Robinson |
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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: September 1, 2010, Room 227
 Agenda items due August 16, 2010 at 5:00pm