



August 20, 2009
1:30 p.m. to 3:00 p.m.
College Center
Conference Room 227

Diversity Committee

MEMBERS: Chair: Lily E. Espinoza **Management:** Cecilia Alvarado **Faculty:** Diana Kyle, Ricardo Salas
Classified: Josue Abarca, Sharon Kelly **Associated Students:** TBD **African-American Faculty & Staff Association:** Andre Strong **Disabled Student Services:** Ruth Sipple **Gay & Lesbian Association of District Employees:** Vince White **Latino Faculty & Staff Association:** Bob Miranda **Resource:** Kenneth Robinson

ROLE CALL: All members present. Connie Doan was present to represent Associated Students. Lily had all members introduce themselves, their representative organizations, and what they hope to accomplish serving on the Diversity Committee. As Chair, Lily said that she hopes to address the issues facing us with involvement on campus initiatives.

Guests: Dr. Toni Dubois, Vice President of Student Services; Dr. Sean Chamberlin, Natural Sciences faculty and Chair of the Accreditation Committee; Chris Kiger, Coordinator Chris Kiger, RN, MSN, Director of Fullerton College Health Services

HOUSEKEEPING

- 1) Agenda
 - a) Lily announced an agenda change under New Business item 4, such that instead of diversity training, she would address the Diversity Action Plan.
- 2) Minutes
 - a) Minutes for May 20, 2009 meeting were approved without changes/corrections.

NEW BUSINESS

- 1) **FC President Re-assignment** **DuBois**
 - a) Toni Dubois address the recent announcement that FC President, Dr. Kathleen Hodge would be reassigned to the district as Vice Chancellor of Instruction effective October 1, 2009. She stated that the Chancellor will convene a meeting to begin the process of addressing the vacancy of the FC President. Given that the Diversity Committee is a subcommittee of the Presidents Advisory Council (PAC) she understood that there may be concern among the DC members about the future status of the committee and its planned activities. Toni stated that she did see any changes in the structure of the campus committees while an interim president is in place. She also emphasized that believed that the DC has a clear focus of taking diversity beyond tolerance to acceptance and that the minutes of the committee will be of great importance to the Accreditation Committee. She also stated that with categorical programs hit hard, that there will be some things that we (the campus) cannot do.
- 2) **2009-2010 year activities** **White**
 - a) Vince gave a presentation of the Cadena Cultural Center website <http://cadena.fullcoll.edu> and emphasized the Center's attempt to consolidate all diversity-related activities on the Campus Diversity Events webpage and the creation of the various student network WebPages.
 - b) Lily announced that the Cadena Cultural Center is in the process of creating a brochure.
- 3) **Budget Report** **Espinoza**
 - a) Lily announced that funds for diversity events were reduced 5% from the original allocation and also provided the DC members with a list sponsored events and costs from the 2008-2009 AYE. She highlighted one-time allocations such as the lion costumes for Tet and guest speakers. She emphasized that the annual tour of the Museum of Tolerance can be discussed at a later date. She also mentioned that the committee had already allocated \$1,500 to the Laramie Project Epilogue. Lily emphasized that the committee needs to brainstorm events for spring and email her suggestions.

- b) Diana Kyle suggested that the committee consider showing the video series called “Illusion of Race” a documentary that deconstructs and debunks the concept of race.
- c) Sharon emphasized that it is the responsibility of the President’s and PIO Offices to chose the Commencement speaker and that although the committee has offered to pay for the last two FC Commencement speaker, that the committee is under no obligation to do so again.
- d) Ricardo suggested that the DC members consider hosting a panel discussion that addresses what he sees as individuals’ “predisposition” towards hatred and bias along political lines as evidenced by the recent discussions on the Health Care Initiative.
- e) Ken Robinson asked if the DC members had ever considered Tim Wise and expert in racism and white privilege, as a speaker. The group informed Ken that they indeed, considered Tim Wise but that his speaker costs were over the allotted diversity funds and in lieu of Mr. Wise, the group invited Dr. Robert Jensen of the University of Texas to speak on race, racism, and white privilege which Dr. Jensen agreed and only asked FC to cover his travel and lodging.
- f) **ACTION ITEM: All DC members are to email Lily their suggestions for spring activities.**

4) Diversity Training Diversity Action Plan

Espinoza

- a) This item was tabled for the next meeting.

5) Accreditation

Chamberlin

- a) Sean addressed the committee regarding the importance of diversity to the accreditation process and hopes that the committee will serve as a resource. He specifically pointed out that two of the accreditation standards #2 – instruction and #3 – human resources, have specific mention of diversity. He said that diversity should be regarded in three main areas: 1. Promoting activities – which he noted that the Diversity Committee already does 2. Human resources and 3. Curriculum – and whether the faculty is utilizing “culturally relevant” resources. He then described that the two main documents that are pertinent to the status of diversity at Fullerton College and the accreditation report are the Campus Climate Report and Diversity Action Plan. He stated that Janet Portolan suggested using the Cypress College’s format for their climate report because it is believed that using an outside source would limit any chance of favoring the administration. In addition, Sean mentioned that there would not be a Minority Report because he wants all voices included in the Accreditation Report. He stressed that all voices need to be recorded regardless of whether or not the comments made would be favorable or unfavorable to the campus administration.
- b) A discussion ensued among the committee regarding the status of the Campus Climate Report and the Diversity Action Plan. Lily and Sean explained that the previous accreditation team issued two campus climate surveys – one for students and another for faculty and staff. The findings of these surveys were then compiled by Janet Portolan and Ken Meehan and that issues that arose from the findings were then sent to the Diversity Committee which created a Diversity Action Plan. There was a question as to where the previous Diversity Action Plan might be as neither Sean nor Lily had seen it. Vince said to contact Etta Dial, Cindy Vyskocil’s former secretary.
- c) **ACTION ITEM: Lily to contact Etta to see if she has the previous Diversity Action Plan.**

- d) There was a brief discussion over whether the campus climate surveys should be two surveys, one covering shared governance and another for diversity. In addition, whether there should be one submitted to all staff and students or one for each.
- e) Cecilia noted that the committee needs to see the surveys and action plans.
- f) Sean stressed that if any committee member wanted to see the Mid Term Accreditation Report that they could access it online at <http://accreditation.fullcoll.edu>.

INFORMATIONAL ITEMS/ANNOUNCEMENTS/OPEN FORUM

1) District Equity and Diversity

Robinson

- a) The committee ran out of time and so Lily announced that Ken would be a priority agenda item for the next DC meeting.

2) Referral Guide on Sexual Violence

Kiger

- a) Chris distributed the *Fullerton College Sexual Violence Education, Reporting, and Referral Guide* to the committee members. She explained that the printing and distribution of this report is mandated and that it is available in printed form and online, as well as a Spanish version which is currently being created.

- b) Vince suggested that the brochure include sexual harassment and discrimination and how to report incidences.
 - c) Lily mentioned that the idea of adding hate crimes to the brochure came from the students during the LGBT resources seminar held during the summer.
 - d) Ken mentioned that he is currently working on the issue of reporting procedures and would be interested in forming a committee.
 - e) Sean suggested that it would be a great idea to add a sentence or two about the issue of the reporting of sexual violence in the syllabi of FC faculty. Chris said that she believes that such a suggestion would be better suited for the Deans during their respective division meetings. However, she is more than willing to go to all division meetings to disseminate the information.
- 3) Cadena Cultural Center brochure/activities/website White**
- a) Vince handed out the Cadena/Transfer Center semester calendar at the beginning of the meeting.
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MEMBER REPORTS

No member reports given because the meeting ran out of time.

- 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 17, 2009, Room 227
Agenda items due September 14, 2009 at 5:00pm