



December 17, 2009  
1:30 p.m. to 3:00 p.m.  
College Center  
Conference Room 227

# Diversity Committee

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## ROLL CALL

### PRESENT:

**Management:** Lily E. Espinoza (Committee Chair), **Classified:** Josue Abarca, Sharon Kelly; **Black Faculty & Staff Association:** Andre Strong, **Gay & Lesbian Association of District Employees:** Vince White, (Committee secretary); **Latino Faculty & Staff Association:** Bob Miranda, **District Director Equity & Diversity:** Kenneth Robinson

### ABSENT:

**Faculty:** Diana Kyle, **Management:** Cecilia Alvarado, **Associated Students:** Connie Doan, **Inter Club Council:** Joshua Pena, Monica Zoe Guzman (ICC alternate), **Disabled Student Services:** Ruth Sipple,

**GUESTS:** Sam Schauerman, Ed.D., Interim President, Fullerton College

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## HOUSEKEEPING

### 1) Membership

a) Lily updated the members on the status of the following DC members:

- i) Cecilia Alvarado – has accepted a position at another college and will leave us in January. She mentioned to Sam Schauerman the need to appoint a manager. Vince mentioned that Dan Tesar was once appointed as a management representative but agreed to step down once it was apparent there were three managers appointed.
- ii) Ricardo Salas has relinquished his seat, creating a vacancy on the committee. Faculty Senate has been notified.
- iii) Diana Kyle requested to be reappointed to the committee and Faculty Senate approved in November 2009.

### 2) Agenda

a) Lily added the Academic Senate Diversity Awards to the agenda under “new business.”

### 3) Minutes

a) Approved with corrections noted.

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## NEW BUSINESS

### 1) Faculty Senate Report

Espinoza

a) Lily discussed the email conversations that occurred between her and the current Faculty Senate President, Marcus Wilson. In particular, Marcus sent an email to Lily in October requesting a report from the Diversity Committee at the November Faculty Senate meeting covering the committee's mission, goals, activities, and affects of the current budget crisis on the committee. This request was noted at the October committee meeting that as a subcommittee of PAC, the chair reports directly to the President's Advisory Council and that it is the responsibility of the faculty representatives to report back to their constituent groups. In addition, given the lack of representation of faculty on the Diversity Committee – Diana Kyle resigned her seat in early fall, and Ricardo Salas had missed most meetings citing a conflict with another committee obligation, Lily asked for the item to be removed. In response, Marcus Wilson sent an email admonishing the committee for its failure to report to the Faculty Senate and warned the committee that the Senate would invoke its constitution and bylaws should the committee fail to report. He stated that the agenda item would remain as a standing item until the committee presented at the senate.

**ACTION:** Lily informed the committee that she has been in discussion with Diana Kyle and Ruth Sipple and that they will present at the Faculty Senate's meeting in February.

Ken inquired about the request and stated that presenting to Faculty Senate is a great opportunity to promote the great things that the Diversity Committee has done. Vince suggested that there may exist some confusion over the campus committee structure, that it might have been assumed that the Diversity Committee was a Faculty Senate committee and that it might be a good idea for the heads of all shared governance (Faculty, CSEA, etc.) to meet with the campus administration to review the campus committee structure that was sent out last spring. Sam noted that it is important that the campus understand that importance of diversity on campus and to community members, in particular, Los Amigos of Orange County who have criticized the campus for not being supportive to Latino faculty and management and thus, look for more supportive employment environments. Josue mentioned that part of the criticism is due to the procedures in place that have hampered community members ability to come to the campus; in particular, he cited the requirement for the dancers of the Day of the Dead event to sign the independent contractor paperwork and to present proof of insurance. Lily cited her concerns that these policies of the District may create a perception to the community that Fullerton College is too difficult for community members to offer their services and that this will only hamper the offering of events that have become tradition at Fullerton College such as the Day of the Dead. Ken agreed that the strict enforcement of these policies and the issues surrounding the required paperwork for the Day of the Dead dancers has damaged Fullerton College's image in the community. Lily mentioned that Adam O'Connor, Director of Budget and Finance, Fullerton College will be presenting to the Diversity Committee in January these issues. Vince suggested that it would be to the benefit of Fullerton and Cypress Colleges, and the District to have a district wide evaluation of the policies and procedures for independent contractors and other related and required paperwork for event planning to ascertain if any of these processes can be streamlined and which are either redundant and/or unnecessary. Ken said he would be in favor of this idea and Bob suggested that Darlene Jensen should be part of this discussion.

**ACTION: Lily will add as an agenda item the proposal of a district wide discussion of policies.**

- 2) Spring Convocation – Campus climate survey Espinoza
  - a) Lily noted that it was announced by Sean Chamberlain, who is heading our accreditation self study, and the administration that the results from the Campus Climate Survey would be discussed at the Spring Convocation on Friday, January 15, 2009. She encouraged all committee members to be present for this announcement. Sam mentioned that it was agreed in his meetings with faculty that there would not be any discussion of the accreditation self study as this might "bore" those in attendance. In addition, he said that it was agreed in these discussions not to have all the campus leaders speak at convocation; instead, a guest speaker has been invited. Lily expressed her concern that there exists a lack of awareness of diversity on the campus and that it would prove beneficial to give a brief overview of the climate report as a way to encourage a broader discussion of diversity at Fullerton College. She also noted that it would be a good opportunity to mention the Campus Diversity Forum, planned for May 2010. Sam said he would mention the climate survey in his convocation address.  
**ACTION: Lily will send Sam information on the Diversity Forum.**
- 3) Hiring committees Espinoza
  - a) Lily encouraged Diversity Committee members to consider serving on the hiring committees for the many management positions: Fullerton College President, Interim Vice President of Instruction, Dean of Admissions and Records, and the Manager of EOPS, to ensure that there would be members on the hiring committees that are committed to diversity. Bob expressed his concern that the hiring committee for the Fullerton College President has so many individuals from Cypress College. Lily stressed the importance of a candidate's (for Fullerton College President) plans for diversity and campus climate. Sam said that he recommended that the Interim President serve alongside the President through December 2010 to assist the new president. He also stressed that given the hiring procedures and timelines and the courtesy of having a permanent president be part of the hiring of the V.P. of instruction, that the soonest that a permanent Vice President of Instruction could be hired would be spring 2011.

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#### OLD BUSINESS

- 1) Academic Senate Faculty Diversity Awards Espinoza
  - a) Lily stated that Faculty Senate President, Marcus Wilson, sent her information about the Academic Senate "Stanback-Stroud Diversity Award" honoring "a faculty member who demonstrates commitment to the equity and diversity goals of the college." Winners of the award will receive an honorable public mention and a \$5000 cash award. The campus may nominate a faculty member and

that the Diversity Committee could identify a candidate. Complete applications must be received in the academic Senate office in Sacramento by 5pm on Tuesday, February 2, 2010. Vince expressed his concerns about the timeliness of the notice and the fact that faculty would not return until mid-January. He stressed that the committee should consider this nomination as a yearly item and base the decisions of nomination upon end of the year assessments of faculty. Sharon stressed that the committee could still nominate a faculty member and Lily stressed that the monetary award might prompt faculty to complete the necessary statements of intent for the award.

**ACTION: Lily to add it as an agenda item for next fall.**

- 2) Budget Report Espinoza
  - a) Lily reviewed the current status of the diversity funding expenditures. She stressed that the committee has spent and/or allocated all but \$156 of the funding.
- 3) Spring 2010 Planning White
  - a) Vince gave an overview of the spring events and highlighted the events that were finalized such as: Women's Leadership Forum, Tuesday, March 16; Holocaust Survivor: Leon Leyson, Tuesday, April 6; Clothesline Project, Wednesday, April 7 (planned and organized by Diana Kyle); Domestic Violence 101: Education and Prevention with guest speaker Susan Leavy of the CSU Fullerton Women's Center, Thursday, April 8; One Book – One College author, Gustavo Arrellano, TENTATIVELY set for Wednesday, April 28; and the Diversity Through the Arts Contest, Thursday, April 22. Sam mentioned that there will be a showing of Erica Bennett's Menendez Project at the Nixon Library in the spring. Ken expressed his concerns that all the necessary paperwork for Sultan Sharieff's visit be completed. Vince mentioned that Dani McLean should have begun the paperwork.  
**ACTION: Vince will contact Dani to check the status of the paperwork.**

***Lily had to depart early and turned over the chair to Sharon Kelly.***

- 4) Career Launch Recommendation Kelly
  - a) Sharon asked Vince if Lily had completed the committee's recommendation regarding Career Launch. Vince said that he did not receive a final draft and suggested that the item be tabled for the January meeting.  
**ACTION: Item tabled for January meeting**
- 5) Campus Diversity Forum White
  - a) Vince stated that at present the subcommittee, comprised of he, Ruth Sipple, Bob Miranda, and Josh Pena, had yet to meet and that given the timeframes that the group would meet in spring 2010. Sam inquired about the general approach the committee would take with the forum. Vince explained that because the subcommittee had yet to meet, no definitive agenda has been outlined; however, in the original proposal, it was suggested that the Diversity Committee explore diversity in four main areas: student demographics, staffing, curriculum, and activities. The goal would be ascertain the current status of diversity at Fullerton College. In addition, the committee would also include the campus climate survey. Sam encouraged the group to think about how they would provide an incentive for faculty involvement and to ensure that diversity would be addressed in broad terms, not only along race but gender, age, etc. Ken said that he would like be considered as a resource for the forum. Bob stressed that Ken Meehan would be a valuable resource for our data collection.  
**ACTION: Subcommittee members would meet in January to begin the process of planning the forum. Vince will copy Ken on the subcommittee correspondence.**

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#### **INFORMATIONAL ITEMS/ANNOUNCEMENTS/OPEN FORUM**

- 1) District Equity and Diversity Robinson
  - a) Ken brought to the attention of the committee members that there will be an Equity and Diversity Institute being held at the Double Tree in Anaheim on February 19-20, 2010. Ken suggested that this institute could be a great source for future speakers and could help the committee as it begins to plan the Diversity Campus Forum. He suggested that the committee consider sponsoring faculty and staff to attend the institute as it might provide us with examples of best practices. In addition, Ken also mentioned that faculty at Cypress College have been working on a project they call Unheard Voices that targets underrepresented students.
  - b) Ken said he never seen the feedback from the previous accreditation committee.  
**ACTION: Vince will research this issue**

- c) Ken also announced that the District is reconstituting the District wide EEO Committee. Due to the changes in Title V language, the committee will be called the EEO Advisory Committee. It will consist of faculty, staff, and student representatives from Fullerton College, Cypress College and the Anaheim School of Continuing Education. It will be chaired by Ken Robinson and will act as an advisory to the Vice Chancellor of Human Resources. It is the goal that all EEO committee members will be trained in EEO, diversity, and equity. The committee should be in place by February 2010.
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**MEMBER REPORTS – Meeting went into overtime and so it was asked if any of the members had any pressing issues to report. None were given and the meeting concluded at 3:10pm.**

Management

Faculty

Classified

Associated Students

African-American Faculty & Staff Association

Disabled Student Services

Gay & Lesbian Association of District Employees

Latino Faculty & Staff Association

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**REMINDERS**

Next meeting: January 21, 2010, Room 229

Agenda items due January 18, 2010 at 5:00pm