



# Diversity Committee

February 2, 2011  
3:00 p.m. to 4:30 p.m.  
College Center  
Conference Room 227

**ROLL CALL:** Quorum is met by a simple majority of voting members (7 voting members must be present)

VOTING MEMBERS	REPRESENTATIVE	Present	Absent
Associated Students	Christopher Sanchez		X
Associated Students (ICC)	Jonathan Ruiz*	X	
Classified	Josue Abarca		X
Classified	Lourdes Oropeza	X	
Faculty	Kim Orlijan	X	
Faculty	Vacant seat		
Management	Lily Espinoza (Chair)	X	
Management	Olivia Veloz	X	
Asian Pacific Islander Faculty & Staff Association	Annie Liu	X	
Black Faculty and Staff Association.	Andre Strong	X	
Disabled Student Services	Paul McKinley	X	
Gay & Lesbian Association of District Employees	Vincent White (Secretary)	X	
Latino Faculty and Staff Association	Bob Miranda	X	
RESOURCE MEMBERS (Non-voting)	REPRESENTATIVE	Present	Absent
NOCCCD Director of Equity & Diversity <i>ex officio</i>	Kenneth Robinson	X	
Staff Development Committee	Nancy Ikeda	X	
Chair, Student Equity Committee	Chris Lamm		X

**GUESTS:** Patricia Hymes (Intern at the Cadena/Transfer Center), Chris Kiger (Director, Health Services), Rena Negrete (Registrar),  
\*Anthony Rosales (FC Student/ICC) \*There needs to be confirmation about who is the assigned representative for ICC.

## HOUSEKEEPING

- 1) Agenda
  - a) **ACTION:** Approved – with noted additions to the Information Items.
- 2) December Minutes
  - a) **ACTION:** Approved – no changes. Vince will post to the FC Diversity Committee webpage at <http://cadena.fullcoll.edu>.

## NEW BUSINESS

- 1) Welcome New Members Espinoza
  - a) Lily welcomed Lourdes Oropeza as the second representative for classified.
  - b) Anthony Rosales introduced himself as the ICC representative.
- 2) Election of Chair Espinoza
  - a) Lily announced that on June 30, 2011, her two-year term as the Diversity Committee Chair will end and that the committee must begin the process of electing the next Chair. She stressed that it would be good to elect the chair soon so that the person may be cross-trained by the current chair.
    - i) **ACTION:** Members agreed to send their nominations to Lily no later than February 17 via email. Lily will then send out an email to the members announcing the nominees. Members will then send their vote to Lily via email no later than February 25.
- 3) African-American History Month Espinoza
  - a) Lily noted that February is the African-American History Month and that the Cadena Cultural Center has a calendar of campus diversity events. She also noted that the campus also offers to students the UMOJA Program which is geared to our black students. Vince noted that the Black Student Forum will be held on February 16.
- 4) Campus Diversity Forum Espinoza

- a) Lily reminded the members that the committee will be hosting its Campus Diversity Forum on Wednesday, May 4, 2011 from 3-4:30pm. She gave the members a brief on the committee's first forum last year and encouraged the members to begin the planning process. Vince suggested that since it seems like the revised committee mission will most likely be approved by PAC, and that the new mission mandates the creation of a Diversity Action Plan, that the forum focus on this plan. Kim said that it makes sense that the forum would be an appropriate place to discuss the plan. Olivia stressed that we need to find a different way to capture the information that we get from the forum participants. She noted that many of the forums that have taken place are asking the same questions and that it would be a good idea to answer those questions beforehand. Vince stressed that it is important to ensure that the committee get input from a broader spectrum of the campus community, especially faculty, and that the plan is a "campus" plan and as such the campus needs to take ownership of it. Lily mentioned that USC Center for Urban Studies has developed a measurement tool they call a "diversity score card" to measure diversity at the institutional level and that we could examine this tool as we begin to formulate our diversity action plan. Lily stressed that we use the remaining committee meetings to planning. Olivia suggested that it would be best for members to assume the responsibility of parts of the forum. Lily mentioned the work that the Equity Plan Committee did to create the Equity Plan, in particular, that their members spent time interviewing campus constituents to help inform them as they formulated their plan. She suggested this as a possible method for the Diversity Committee to formulate its own action plan and that we could conduct focus groups prior to the forum and use the information as a starting point for the forum discussion. Kim agreed that conducting focus groups prior to creating an action plan would be a good idea. Lily suggested that each of the members could take on the responsibility of gauging their representative constituents and to bring that information back to the committee as a way to begin the discussion. She also suggested that the committee could conduct training for the members on how to conduct a focus group. Ken said that it would be helpful to understand what were the top concerns expressed at the first forum and use those as themes to help guide the focus groups. He suggested that the focus groups could be used to dig deeper into the causes, concerns, and issues. He said if everyone is pulling out the same information, that then we might be able to correlate the same type of data. Lily stressed that we only have two meetings left before the Diversity Forum and that she could send out the data from the first forum. Rena mentioned that the student climate survey contained information that was "very disturbing" and that we could look at those issues. Kim mentioned that we need to get the disaggregated data from the climate surveys as a possible way to get the information that we would get from the focus groups. Lily stressed that we have responded to issues that came out of the climate surveys and mentioned the creation of the Veteran's Resource Center as an example. Bob suggested that we look at the format of the Student Success Summits. Lily stressed that we could look at the formats of the previous summits and discuss them at the March meeting. She stressed that it seems to her that the committee is still trying to formulate the purpose of the forum and its parameters in terms of outcomes and how are we using the data that has already been collected at previous forums and summits. Vince suggested that the committee should review the outcomes of all the recent forums and summits conducted by the campus and glean information that is related to diversity. Lily and Olivia concurred and emphasized review of the previous events. Vince suggested that in addition to the previous events that the committee also reviews the outcomes of the student success forum that was conducted by faculty in January. Lily introduced Patricia Hymes, current intern in the Cadena/Transfer Center; Patricia will be assisting in the planning of the Diversity Forum. Ken noted that forums can take different formats, for example, utilizing guest speakers such as Jane Elliott. Bob mentioned that we should also look at the Accreditation Self-Study. Kim stressed that we will need to be clear about what we want to get out of the diversity forum. Vince suggested that the representative senates draft a formal statement on diversity so that the committee understands their view of diversity. Kim stated that this may be very difficult for the senates to produce. Lily stressed that it is obvious that we need to begin a conversation.

- i) **ACTION:** Lily will work with Patricia to collect information from the campus climate surveys and previous events to collect information related to diversity issues.

5) Diversity Training

Espinoza

- a) Lily introduced a proposal to create a diversity training program that would be connected with a campus wide Safe Zone program. She gave a brief history of the Safe Zone Program from its inception as a way for lesbian, gay, bisexual, and transgender students to identify personnel (called Allies) or spaces that are welcoming and understanding of LGBT persons and issues. She explained that Chris Kiger approached her with a Safe Zone that would encompass more than LGBT but rather

all groups and had planned diversity training for her staff in the Health Center. Lily also mentioned that she and Chris presented the Safe Zone placard at the managers' meeting and they expressed interest in the concept. However, the broad scope of the training lead Lily and Vince to discuss a more comprehensive and formal approach, especially since the concept of being an "ally" requires formal training. Vince mentioned that he as attended two Safe Zone training, one offered by Cal Poly Pomona and another being a community training, and that the difficulty with offering an ally training program with a broad approach is that it is possible to have allies who are willing and open to be allies to one group but not another. He suggested that it might be good to offer diversity training series in which a staff member could attend which ever training they wish but have a certificate for those who wish to become an ally. He stressed that the ally is a trained individual who is not there to offer advice but rather to listen, empathize, and if need, referral. Lily stressed that she and Vince has begun to explore the creation of a manual and asked for the input of the committee members. Vince noted that the diversity training could also be part of the Diversity Action Plan. Kim suggested that the committee could offer a brief – 30 minute, training at the beginning of the Campus Diversity Forum and use it as a way to introduce the Safe Zone Diversity Training. Nancy Ikeda said that she likes the idea of having a certificate series and that she would be more than happy to help set up the workshops. She also stressed that a good way to get faculty participation would be to offer continuing education units (CEU). Nancy stressed that there is a formal process to qualify the training for CEU. Lily said that the Cadena Cultural Center already has some presentation materials that could be used to create the series. Vince emphasized the need for some type of training for committee members which would help new members get a better understand of diversity and their roles on the Diversity Committee. Lily suggested that the committee members should consider a retreat. Chris stressed that the placard symbols and wording that her staff created may or may not be appropriate and that she is open to revising it. Lily said that the committee could combine the Diversity Training and Diversity Forum. Rena stressed that it is important to get the momentum started. Kim agreed and said that the forum could be the place where we decide on the symbol, wording, etc. Anthony mentioned that the students had questions about the symbolism of the heart, the coloring, etc. but that they liked the general look of the symbol as one of unity. Lily said that we could use the *Diversity Through the Arts Contest* to help create a new symbol. Olivia mentioned that when she saw the symbol as one of racial unity.

- b) Vince said that he likes the momentum but stressed that the committee needs to not lose sight of the Diversity Action Plan, especially since it was a recommendation from the last accreditation in 2007. Ken said that he believes that the use of the language: "diversity action plan" was used by the CCC Chancellor's and required all community colleges to have a diversity action plan. Since then, this language has changed as a result of lawsuits and Proposition 209 and is now an Equal Opportunity Employment Plan and so it falls under the EEO Plan. Ken further mentioned that the plan states that there are actions with regards to identification of diverse groups, recruitment strategies, retention, and training. He said that what has happened with NOCCCD is that we have participated in an EEO advisory committee that has spent the last two years reviewing Title V language that drives the diversity action plan or plan as it is now. So he strongly encouraged all members to go to the Chancellor's website and read the draft language that the BOG will be voting on in the next couple of weeks; this is two years of efforts from all constituent processes that will give you what the plan looks like feels like, defines diversity in the broad sense, ways of doing longitudinal analysis of workforces and setting time tables.
  - i) **ACTION:** The committee will turn the Safe Zone into an objective for the Diversity Forum in that we will develop an idea about symbols, verbiage, as the next step for planning for the Forum.

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## OLD BUSINESS

### 1) Membership Proposal

Espinoza

- a) Lily stated that we are still awaiting approval of the new mission and membership proposal. She stressed that the Diversity Action Plan mentioned in the committee mission is not a human resources, hiring, or anything related to the college's employment practices. She stressed that this action plan is something that the college would work on as a committee but it was preceded with the recommendation from the previous accreditation report. However, in light of the information shared by Ken Robinson today regarding the use of the term "diversity action plan" is not meant to address those issues addressed by the EEO plan. Lily stressed that the action plan then (still) applies to this

committee because we are the Diversity Committee and that all of our previous efforts have been to help focus our actions on the creation of goals and that this is the reason why we are focusing on the creation of an action plan. Lily then stressed that we still need to approve the proposal we introduced to PAC which had questions about some of the wording. In particular, that the Presidents Advisory "Committee" be changed to "Council" and that "issues that affect the 'success' of Fullerton College students" be changed to "issues that affect the 'experience' of Fullerton College students." Since the District's idea of "success" has now developed into a whole theme throughout the District, PAC members did not want "success" as one of the missions of the Diversity Committee. The other recommendation from PAC regards the addition of community members on the committee who would have voting rights. Lily stated that students representing A.S. expressed a desire to not give the community members voting rights. Other PAC members were fine with giving them voting rights but that wording be included that the members be drawn from the "Campus Community Committee." Vince asked for clarification as to which committee PAC members are referring and expressed his concern that if it is the same committee that was created to address the issues that impact the actual surrounding residents of Fullerton College, that there is no representative from the LGBT community on that committee because it was formed for the purpose to connect with surrounding residents. He stressed that we need to know who is on this committee. Olivia agreed and stressed that it is possible that we may get community members with their own agenda that may not be concerned with the mission of the diversity committee. Chris Kiger stressed that her impression of where PAC is with the issue of community members is still up for discussion, would they have voting rights, and how will they be selected. Olivia and Vince concurred that their concern was the process of selecting the community members. Bob said that it might be possible that the community committee PAC may be referencing is the Latino Educational Committee that the campus is working together with the District. The conversation continued over how the community members would be chosen. Lily suggested that we make the community members a resource rather than voting members.

- i) **ACTION:** Lily will pull the item from the PAC agenda and will revise the membership proposal to reflect the community members will be resource members rather than voting members and will send that out to the members via email.

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#### INFORMATIONAL ITEMS/ANNOUNCEMENTS

- 1) District Announcement
- a) Ken distributed posters for the Jane Elliott event.

Robinson

#### MEETING ADJOURNED

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#### MEMBER REPORTS

- 1) Associated Students
- 2) Classified
- 3) Faculty
- 4) Management
- 5) Asian American/Pacific Islander Faculty & Staff Association
- 6) Black Faculty & Staff Association
- 7) Disabled Student Services.
- 8) Gay & Lesbian Association of District Employees
- 9) Latino Faculty & Staff Association

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#### REMINDERS

Next meeting: March 2, 2011, Room 227  
Agenda items due February 28, 2011 at 5:00pm