



Diversity Committee

March 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 | Javier Gamez | 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 Lui | 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 | Wendy Bailey | X | |
| Chair, Student Equity Committee | Chris Lamm | | X |

GUESTS: Patricia Hymes (Intern at the Cadena/Transfer Center), Dani McLean (Basic Skills)

HOUSEKEEPING

- 1) Agenda
 - a) **ACTION:** Approved – no changes.
- 2) February 2011 Minutes
 - a) **ACTION:** Approved – no changes. Vince will post to the FC Diversity Committee webpage at <http://cadena.fullcoll.edu>.

NEW BUSINESS

- 1) Election of Chair for 2012-2014 Espinoza
 - a) Lily announced that her term is ending on June 30, 2010 and that the members will need to elect a new chair. She also stated that all persons nominated by the committee members via email to Lily since the February meeting has declined their nominations and encouraged the members that someone would need to step to be the next chair. Lily noted that the committee still has until June 30, 2010 to elect a chair but that she had hoped to have a chair elect prior to that time to train. It was suggested that the committee could elect a co-chair but Vince stated that in the past the committee had voted for a co-chair and that the then, Interim VP of Student Services, Peter Fong, informed the committee that it did not have the power to elect a co-chair. Bob Miranda announced that another possibility would be to have a rotating chair. Vince noted that it would be a good idea to have a faculty member as the next chair since the prior chairs have been: Cindy Vyskocil (manager), Vince White (classified) and most recent, Lily Espinoza (manager). To help inform the members, Lily gave a brief description of the role and duties of the chair. The discussion continued among members regarding the position. Kim nominated herself for the Chair. Vince also noted that in addition to a new chair, the committee would need to vote for a new secretary since the new Diversity Committee mission and purpose statement no longer requires the Cadena Coordinator to act as the committee secretary. Lily said that the committee can address the issue of the secretary at the next meeting.

- i) **ACTION:** The committee voted and approved Kim Orlijan as the next Diversity Committee Chair to serve beginning July 1, 2011 through June 30, 2013. The issue of the secretary was tabled and will be addressed at the next committee meeting.
- 2) Teaching and Learning Certificate Espinoza
- a) Lily introduced Dani McLean from the Basic Skills Initiative to discuss the Teaching and Learning Certificate and to answer questions from committee members. Lily stressed that she invited Dani to the committee because of the committee members' previous discussion about a diversity training certificate that would be linked to the proposed Safe Zone Program. Dani proceeded to give an overview of the Teaching and Learning Certificate. Committee members queried Dani regarding the number of hours required for the certificate and the salary advancement equivalency credit. Lily stressed that she hoped that the committee members would consider the TL Certificate as a model for the diversity training.
For information on the Teaching & Learning Certificate, contact Dani McLean at Fullerton College, (714) 992-7171, dmclean@fullcoll.edu.
 - i) **ACTION:** no action taken – information only.
- 3) Campus Diversity Forum Planning Espinoza
- a) Lily noted that at the last meeting it was suggested that we look at the comments of the previous campus climate surveys and 2010 Diversity Forum to glean for common themes on diversity and introduced Patricia Hymes, an intern in the Cadena/Transfer Center. Patricia reviewed the surveys and Diversity Forum and announced that she was able to identify four common themes:
 - (1) Validation – That student would feel validated on campus by seeing a physical representation of them either in the classroom or in the aesthetics of the campus.
 - (2) Awareness/recognition,
 - (3) Communication/development,
 - (4) And support

Patricia noted that what she struggled with in categorizing the information was that some of the commentary could speak to others areas as well, and so she stressed that she employed a rudimentary methodology of extracting the information and categorizing them into four themes that might help inform the committee members on a possible direction for the coming Diversity Forum.

- b) Lily thanked Patricia for her work and encouraged members to look at these themes and talk about what the next step should be and how to address this at the next Diversity Forum. She further stressed that the Diversity Forum could address some of the solutions to these comments/themes. She stated that we could also introduce the committee's desire to conduct diversity training. She presented an article entitled "Interfacing Cultural Specific Pedagogy with Counseling" (see attached document) as a resource to inform us in addressing diversity in the classroom – teaching, learning, and diversity as a possible theme for the forum. Dani stressed that she would appreciate diversity training as a way to "beef up" the portion of the TL Certificate that addresses diversity. Vince stressed that when the committee speaks of diversity in the classroom, that faculty would assert that this is completely within their purview, and so it is necessary to engage the faculty to ascertain their perceptions of diversity, especially in the classroom. He suggested that the committee could survey the faculty about how, where, and/or how do you use diversity in the classroom. Vince impressed that on the topic of diversity in the classroom that the committee must enter into a partnership with the faculty, moreover, they have to have ownership of the discussion; otherwise, the committee efforts may prove futile. Lily noted that students, faculty, and staff were present at the last Diversity Forum and questioned if this would be the proper venue to have that kind of conversation. She suggested that the committee could consider limiting it to just faculty and staff. Kim expressed her concern with leaving students out of the forum and offered the alternate suggestion that the forum could focus on diversity in the classroom. Jonathan said that he did not believe that there is any tension in the classroom when it comes to diversity; however, he has experienced some "disrespect" among other students during the FC Dream Team Club protests. Lourdes agreed with Jonathan stating that she too has observed disrespect among students in the Financial Aid office line. Bob also agreed and noted that it is common for students in line to overhear those at the front counter and make comments. He stressed that it is also a confidentiality issue. Lourdes also said that she has encountered students who have made racial judgments about herself. Lily noted that at last year's forum, the groups did address diversity outside of the classroom and to carry the discussion forward with solutions. Vince added that he did not feel that last year's forum was effective because the

conversations veered off topic. He added that at the Latino Students Forum and Black Students Forum, the absence of faculty and staff has lessened the intimidation among students to speak up. He further suggested that instead of a forum at which all constituents are assembled together and asked to work on issues, that the forum should be a reporting out of information collected throughout the academic year with surveys and forums. Then, the committee could report out their findings and let participants discuss the issues. Annie reminded the committee that at the last committee meeting the members had discussed making the Safe Zone Program a central feature of the forum and so, she asked if that was still the intent of the committee members. Lily said that the image used for the Safe Zone Program was already out throughout the campus and that the committee could certainly support it. Kim said that she thought the central purpose of the diversity training was that those who went through the training would be then be issued the Safe Zone signs. Lily said that although that was the original intent, since the signs were distributed at a recent managers meeting it defeated the purpose of the original intent of the training. Bob stated that he felt that the signs have started conversations about the meaning of the sign. Lily suggested that the committee could follow Vince's suggestion by assigning members to a constituency group and try to gauge/survey to get a sense of our campus on the issue of diversity as well as introduce the training. Vince expressed his concern that the committee does not have enough time to gather this information and that it would be best to do this for next year and that this year's forum could be used to announce this plan for next year. Annie agreed, especially surveying the faculty will take time. Kim stated that the narrower the focus of the forum is the better. Lily reflected back to the committee that at this point the plan for the current year forum is to work out the details of how best to collect the information from the various groups, e.g. surveys, focus groups, etc.; addressing possible solutions such as TLC as a possible learning option to address training in these areas, and the Safe Zone Program as a way for someone to be involved in the college. Vince suggested that given the changes to the Diversity Committee mission that these changes and especially the Diversity Action Plan should be the focus of the forum in an effort inform the campus community of the mission and goals of the committee. Ken stressed his concern and confusion over the multiple themes and directions that have been suggested for the forum. He said that if the purpose of the forum is to introduce the new mission, direction, etc. of the committee that this is very different than a "forum" which typically involves dialogue, engagement, group discussions, etc. He suggested that there be a more focused direction for the forum otherwise if it is too broad that people may have difficulty grasping your deliverables, objectives, etc. Ken stressed that if indeed, the forum is a discussion about the new direction, and then what would the incentive be for the campus community to attend? Lily said that she is working with Patricia on the learning outcomes of the forum.

i) **ACTION:** Lily will send out sample titles and agendas for the forum to the committee members.

OLD BUSINESS

- 1) African American History Month Espinoza
 - a) Lily recapped the events that took place in February such as the Black Students Forum, Leon Owens Scholarship workshop, and Open Mic Night with BSU in the Cadena Cultural Center. Lily also noted that we are currently in Women's History Month and announced that the Cadena Cultural Center is teaming with Kelly Nelson-Wright to host a first Women Students' Forum on Tuesday, March 15. Lily also announced that the Social Sciences Division has created a Women's Studies AA. She also announced that our headliner speaker Jane Elliott will be at FC on Wed. March 30 and described Ms. Elliott's professional history. Members of the committee are invited to the private luncheon but will need to RSVP to Vince. Ken announced that the entire Chancellor's staff (25 persons) is coming to the luncheon. Vince announced that a memo of the outcomes of the Black Students Forum will be drafted and sent to the committee and administration. He also announced the various events scheduled for April – highlighting Leon Leyson's visit.
 - 2) Diversity Newsletter Espinoza
 - a) Lily encourage committee members to write an article on any subject - 250 words max and send that to her no later than April 15, 2011.
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INFORMATIONAL ITEMS/ANNOUNCEMENTS

- 1) Ken Robinson, District Diversity Officer Robinson

- a) Ken distributed fliers on an event hosted at CSUF entitled "Community Dialogue: Increasing the Retention of African-American Students in Higher Education." To be held on March 3, 6-9pm. In addition, he announced the UC Irvine Summer Bridges Program. Vince noted that a university representative from this program comes to the Transfer Center to meet with students in individual appointments. Ken also announced a workshop conducted by the CCC Foster Youth Success Initiative, covering an orientation framework of student success using a student centered approach, which will be held both in Riverside and Pasadena. Lastly, Ken distributed a handout entitled "Proposed Revisions to Title 5 Equal Employment Opportunity Regulations (*see attached documents*)" which will be presented to and reviewed by the BOG of the CCC on March 13 & 14. He gave a brief background for the impetus of this proposed language stating that it came out of the changes instituted by Proposition 209 and to bring the District into compliance with the law. He encouraged members to read through the language.
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MEMBER REPORTS

- 1) Associated Students
 - a) No report
- 2) Classified
 - a) No report
- 3) Faculty
 - a) Kim announced that Sonia Nazario, author of *Enrique's Journey* – the showcased book for the One Book, One College Program, will be on campus on Thursday, March 10. In addition, there will be a reception for her 4:45-5:30pm in the patio outside of the College Center, next to the Student Center.
- 4) Management
 - a) No report
- 5) Asian American/Pacific Islander Faculty & Staff Association
 - a) No report
- 6) Black Faculty & Staff Association
 - a) No report
- 7) Disabled Student Services.
 - a) No report
- 8) Gay & Lesbian Association of District Employees
 - a) Vince announced that last month he gave a seminar entitled "Empowering LGBT Students" and two Cypress College students were in attendance. They asked him to present the same seminar at Cypress, which he will do on Monday, March 7. In addition, he also informed the committee members that the Cypress students also asked how they could have a cultural center, similar to the Cadena Cultural Center at Fullerton, on the Cypress campus. Vince said he told the students to begin with their Associated Students and then to approach Rick Rams, VP of Students Services at Cypress College.
- 9) Latino Faculty & Staff Association
 - a) Bob reported that the FC Dream Team awarded four scholarships to AB540 students of \$400 each.
- 10) Staff Development
 - a) Wendy announced that Adela Lopez is hosting a panel discussion about AB540 students on Monday, March 21.

MEETING ADJOURNED AT 4:30PM

REMINDERS

Next meeting: April 6, 2011, Room 227
Agenda items due April 1, 2011 at 5:00pm