



September 1, 2010  
3:00 p.m. to 4:30 p.m.  
College Center  
Conference Room 227

# Diversity Committee

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## ROLL CALL

### PRESENT:

**Associate Students:** Crystal Loria, **Black Faculty & Staff Association:** Andre Strong **Classified:** Melinda Taylor (sub for vacant seat); **Disabled Student Services:** Paul McKinley; **Faculty:** Erica Bennett, **Gay & Lesbian Association of District Employees:** Vince White, (Committee secretary); **Latino Faculty & Staff Association:** Bob Miranda, **Management:** Lily E. Espinoza (Committee Chair), Olivia Veloz **Staff Development:** Wendy Bailey (sub for Nancy Ikeda)

### ABSENT:

**Associate Students (ICC):** Ivan Ceja, **Classified:** Josue Abarca, **District Director Equity & Diversity:** Kenneth Robinson, **Faculty:** 1 vacant seat

**GUESTS:** Dr. Chris Lamm, **Chair, Equity Plan Committee;** Rena Negrete, FC Registrar

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## HOUSEKEEPING

- 1) Agenda White
  - a) Erica Bennett & Olivia Veloz requested additions to information items
- 2) Minutes White
  - a) May 20, 2010 minutes were approved with no changes
    - i) **ACTION:** committee secretary will post on diversity committee webpage

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## NEW BUSINESS

- 1) Membership White/Espinoza
  - a) The following committee vacancies were noted:
    - i) 1 faculty to replace Diana Kyle
    - ii) 1 classified to replace Sharon Kelly
- 2) Reflections/Accomplishments White/Espinoza
  - a) Lily highlighted the following accomplishment of the Diversity Committee:
    - i) The proposal devised by the Diversity Committee regarding campus sponsorships.
    - ii) Creation of the Diversity Committee newsletter
    - iii) A proposed revision to the Diversity Committee structure to include the following:
      - (1) Asian American Pacific Islander Faculty and Staff Association (1 voting member)
      - (2) NOCCCD, Director of Equity and Diversity as a resource member/ex officio
      - (3) Fullerton College Staff Development as a resource member
      - (4) Chair of the Student Equity Plan Committee as a resource member
- 3) Planning for 2010-2011 All
  - a) Vince presented to the members the online Campus Diversity Events calendar and the webpage for the Diversity Committee – highlighting the meeting times and archives.
  - b) Jane Elliott – Vince gave an update on the status of the proposed guest speaking event with Jane Elliott. In short, Jane is willing to come to Fullerton College on Wednesday, March 30, 2011 for the total cost of \$8,500. Jane is willing to accommodate either one campus with two classroom presentation in the morning or one large community presentation in the evening, or she can present once at both Cypress and Fullerton Colleges. It was noted that Ken Robinson mentioned at the

previous DC meetings that he would be willing to assist with the cost of the event; however, it was not noted how much the District would be willing to offer. To continue further with the event, Ken will have to provide further input.

- 4) Budget Espinoza
- a) Lily mentioned that although we do not have an official budget, that the campus did allot the same amount for diversity funds as it did last year which amounts to \$5,000 for operating expenses and services and \$915 for supplies and materials. She noted that the committee has yet to allocate the funds at this moment; however, there has been an agreement that the committee has expressed a desire to fund Jane Elliott's speaking event. Lily mentioned that she has been working with Ken Robinson and Mike Kasler, President of Cypress College, to see how much they are willing to help with the funding of this proposed event. In addition, Lily noted that the committee has agreed to support the Latino Student Achievement Gap event on Friday, November 5, 2010; however, we still do not know what our obligation will be for this event. She also noted that there are annual events that the DC typically supports such as Bienvenidos and the *Diversity Through the Arts Contest* which the committee typically allocates \$300 for prizes for this contest. Lily stressed that the committee cannot begin allocating funds until we have a better idea of the monetary commitments for the Jane Elliott event and the Latino Student Achievement Gap Summit. Vince noted that he will be present at the Diversity Committee for Cypress College on Wed. Sept. 8 and will report back on any decision they will have made on the Jane Elliott event.
- b) Lily mentioned that the Cypress College Diversity Committee structure is different than Fullerton College's such that their chair is the Cypress College President, Mike Kasler. In addition, she mentioned that Ken Robinson has created a District Diversity Committee as well.
- 5) Stanback-Stroud Diversity Award White
- a) Vince announced to the DC members that the Academic Senate offers a yearly award to faculty called the Regina Stanback-Stroud Diversity Award and that in the past Fullerton College counselor - Sunshine Vidal, was a winner of this award. Erica mentioned that the Faculty Senate announces it to its members. Lily also noted that last year she received a notice about the award from the Faculty Senate President - Marcus Wilson.

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## OLD BUSINESS

- 1) Membership Proposal Espinoza
- a) Lily mentioned that the committee's proposal for membership changes (see 2, a, iii) has yet to be presented to PAC for approval.
- 2) Campus Diversity Forum White
- a) Vince asked the DC members if they wanted to conduct another Campus Diversity Forum. Members gave feedback on Diversity Forum held in May 2010. Andre and Erica expressed support for the event. Olivia suggested the committee use the Diversity Forum to address whatever diversity issues are current and need to be addressed at that time and she further suggested that we do not lock in a theme. Vince noted that last year, the campus conducted two campus climate surveys (1) for faculty and staff (2) and another for students and that the committee should examine what these surveys are telling us about the climate of the campus. In particular, he noted the concerns he had for the campus climate survey distributed to the students. Lily mentioned that the forum was used as an opportunity to gauge and reflect upon what the Diversity Committee was doing throughout the year and what could we be doing. Chris suggested that the DC hold the forum in the beginning of the year as a way to affect the campus climate throughout the year. Vince noted that GLADE members were concerned that about 40 percent of the 900+ students surveyed believe that homophobia is a problem at Fullerton College. In addition, he mentioned that percent of faculty and staff who responded negatively to the questions regarding the climate for LGBT is roughly the same percent of faculty and staff who answered their survey and identified as either gay, lesbian, transgender or other. Vince suggested that the Diversity Committee conduct focus groups throughout the year of student and staff to ascertain minority voices and host another Diversity Forum to address findings of these focus groups. Paul stressed that he felt it was valuable to host an open forum to bring in the community to bring forward what diversity meant to them and what approach this campus should take. Olivia stressed that the forum felt like a mini strategic conversation. Lily asked the group if they would want to host another Diversity Forum. Vince brought forth a motion to host another forum and to hold it during the same time as the Diversity Committee meeting in May 2011. Chris stressed that it would be good to bring in the community piece that Paul stressed.

- i) ACTION: Lily will add the forum to calendar in "early May" and that the committee will work out details.
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#### INFORMATIONAL ITEMS/ANNOUNCEMENTS/OPEN FORUM

- 1) Erica Bennett
    - a) Erica announced that for the last seven years, she has worked with students and community members to create a 28 minute documentary on the Mendez vs. Westminster trial and that, following more revisions, that the video was approved by KOCE to be on their schedule indefinitely beginning in September.
      - i) ACTION: The Diversity Committee will preview the video at the October meeting. Vince will order the tv/dvd cart for the next meeting.
    - b) Erica also announced that Philippa Strum, Senior Scholar at the Woodrow Wilson Center, asked for a copy of the video and that led her to discuss the possibility of having Ms. Strum as a guest speaker – which Ms. Strum is willing to do. Erica suggested that Fullerton College enter into collaboration with UC Irvine, the ACLU, Chapman University, UCLA, USC, and Cypress College Puente Program, to fund the costs to bring Ms. Strum to California for a speaking engagement in the spring.
      - i) ACTION: Erica will email Vince the documents that she had at the committee to forward to the Diversity Committee.
  - 2) Olivia Veloz
    - a) Olivia retracted her request for an additional item.
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#### MEMBER REPORTS

- 1) Management Espinoza/Veloz
  - a) Lily announced that the first PAC meeting is on Sept. 8 and encouraged DC members to be present since we are still not sure what direction Dr. Vurdien may want for the Diversity Committee. Bob noted that on Sept. 10 the Deans will be meeting with the President to discuss the accreditation self-study. Erica mentioned that a new draft of the self-study is available online and encouraged members to review it. Bob also mentioned that the President has expressed his desire for new budget committee and that we will probably find out more about this at the next PAC meeting.
- 2) Faculty
- 3) Classified
  - a) No report
- 4) Associated Students
  - a) Crystal Loria had to leave early so no report given.
- 5) African-American Faculty & Staff Association
  - a) Queen Peterson is the President
- 6) Disabled Student Services
  - a) Paul announced that the campus will see more students with disabilities and report that there are 1,500 (unduplicated) students identified and that this figure is doubled from three years ago. Lily mentioned that there were some problems with the door buttons for disabled persons. Paul encouraged the members to test the buttons in their service areas and to create a service ticket to report those that are not functioning. Olivia mentioned that she has over 350 athletes that now utilize the Academic Support Center and that the athletes are inquiring about how much (tutoring) time they have and what if they don't understand. She expressed her concern that the athletes are a group that historically has had lower GPA when you factor out their PE courses. Paul stressed that unfortunately, given budget cuts, they cannot do as many LD assessments as they had in years past because LD assessments are not mandated. At present, DSS is down to 100 LD assessments a year and it is a three month wait. He stressed that he is aware that a high percentage of athletes, possibly 20 percent, may have a learning disability and that he would encourage them to be referred to the DSS.
- 7) Gay & Lesbian Association of District Employees
  - a) Vince announced that GLADE awarded \$1,000 in scholarships to district students last year and that the group's next meeting is September 8 at Cypress College. In addition, GLADE is planning their GLADE luncheon for GLADE scholarship recipients on the last Friday of April.
  - b) Vince also mentioned that he outreached to the other faculty and staff associations to have a joint meeting with the new Fullerton College President.
- 8) Latino Faculty & Staff Association

- a) Bob mentioned that LFSA met to plan Bienvenidos and that the group discussed whether or not to continue to offer the event given that the campus now does Smart Start Saturday. The group decided that the event is still valuable and desired to continue it. Erica mentioned that the guest speaker this year for Bienvenidos is Art Brambila, the musician whose version of "De Colores" is played on the Mendez vs. Westminster video. Lily announced that the FC Dream Team awarded eight scholarships.
- 9) Lily introduced a discussion regarding the meeting schedule of the Diversity Committee. She expressed the difficulty the committee has had with members being able to make the meetings and suggested that since she and Vince do all the planning and coordination of the cultural events through the Cadena Cultural Center, that the committee could be used as a planning committee that meets once a semester. Lily further discussed the changing role of the Diversity Committee since its inception especially with the loss of the campus Director of Equity and Diversity to the District and the funds now allocated to the Cadena Cultural Center. In addition, Lily mentioned that she will not be able to make the 3pm meeting on Wednesday. She also stressed the need to address the purpose and role of the committee as a vital member of the college. Thus, although aware that the committee just changed the meeting schedule, given that she, as chair, will not be able to make the meetings that the committee members consider changing the schedule again and since the function of the DC has changed so drastically that we consider meeting once a semester for planning purposes. A discussion ensued regarding the genesis of the committee and the reasons for the changes in the mission statement. Paul stressed that the DC is a subcommittee of PAC and that since Cypress College considers its diversity committee important enough to have their president, Mike Kasler as its chair that we inquire of our own campus president for direction. Chris Lamm stressed that the Equity Committee is developing, trying to get a comprehensive equity plan on the campus and that is a good time to go to the campus president to get buy in. She stressed that there is still much work to do on our campus for diversity and that the Cadena Cultural Center has given the campus the umbrella structure to bring the communication pieces together. Chris also stressed that given the intake forms (campus climate surveys) that the work needed to get done is not going to get done on its own and that she sees the Diversity Committee as having the potential to accomplish. Lily stressed that to make anything happen, we need to have people doing the work and that right now the people doing the work of the committee is she and Vince and that they work with the ideas of the committee. She stressed that the Cadena Cultural Center has a function on this campus to serve the diversity needs of the college and that the Diversity Committee serves an important function of disseminating the information and supporting those ideas but the work is still done by the Cadena Cultural Center and this is a concern to her. Also, Lily expressed the concern as to how the college sees the role of the Diversity Committee now that we no longer have a campus Director of Equity and Diversity. A discussion continued over the nature of the Cadena Cultural Center and the Diversity Committee. The group expressed its desire to have Lily meet with the president.
- a) **ACTION:** Lily will meet with the Fullerton College President, Dr. Rajen Vurdien to express the concerns of the committee regarding direction of the Diversity Committee.

## 10) END OF MEETING

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### REMINDERS

Next meeting: October 6, 2010, Room 227  
Agenda items due October 4, 2010 at 5:00pm