



October 6, 2010
3:00 p.m. to 4:30 p.m.
College Center
Conference Room 227

Diversity Committee

ROLL CALL

PRESENT:

Asian/Pacific Islander Faculty & Staff Association – Karyn Nguyen; **Associate Students:** Crystal Loria, **Associate Students (ICC):** Jonathan Ruiz, **Black Faculty & Staff Association:** Andre Strong, **Classified:** Josue Abarca, **Disabled Student Services:** Paul McKinley, **District Director Equity & Diversity:** Kenneth Robinson, **Gay & Lesbian Association of District Employees:** Vince White, (Committee secretary); **Latino Faculty & Staff Association:** Bob Miranda, **Management:** Lily E. Espinoza (Committee Chair), Olivia Veloz

ABSENT:

Classified: 1 vacant seat, **Faculty:** Kim Orlijan, 1 vacant seat, **Staff Development:** Wendy Bailey (sub for Nancy Ikeda)

GUESTS:

Dr. Chris Lamm, **Chair, Equity Plan Committee;** Rena Negrete, FC Registrar; Chris Sanders, student; Jessica McEntee, Intern – Cadena/Transfer Center; Sandra Ramirez, **Hispanic Association of Colleges & Universities (HACU)**

OPEN FORUM:

Gerald Padilla, Faculty; Leonor Monreal, Faculty

Two items were moved ahead:

- 1) Welcome President Vurdien All
 - a) Dr. Vurdien emphasized the pluralistic nature of the demographics at Fullerton College and that we are all here to work as a team to provide the best education irrespective of the students' background. He emphasized the great work that the committee has done and wished the best to the committee members. Dr. Vurdien said that he will "drop in from time to time." Crystal Loria said that A.S. would like to invite the President to next meeting of the A.S. Judicial Committee. Dr. Vurdien also acknowledged a coming presentation to the District Board. Dr. Chris Lamm said that the presentation will be given by the Student Equity Plan Committee.
- 2) Open Forum request Gerald Padilla
 - a) Ethnic Studies instructor, Gerald Padilla, gave a brief overview of the Fullerton College Dia De Los Muertos Celebration as part of his request for funding for dancers and deejay at this event. Dr. Chris Lamm also contributed to the discussion because she is directly involved in the coordination of this annual event. Crystal inquired about the amount contributed by Association Students. Mr. Padilla responded that A.S. has allotted \$1100.00 for the event and noted that last year, A.S. allotted \$1200.00. Karyn asked Mr. Padilla how much he was requesting because his Open Forum request did not list an amount. Gerald said that it takes approximately \$1800.00 to fund this event and that last year his group requested \$700.00 from the Diversity Committee but was awarded about \$300.00. Ken inquired about the day, date, and times of the event to which Mr. Padilla announced that the event is scheduled for Thursday, October 28 from 6-10pm in the quad and invited all members to the event.
 - i) **ACTION:** Committee members to vote on funding approval.

HOUSEKEEPING

- 1) Agenda
 - a) No changes to the agenda
- 2) Minutes

- a) September minutes approved with no changes.
 - i) **ACTION:** Secretary to post September minutes on Diversity Committee webpage

NEW BUSINESS

- 1) Diversity Committee Mission Espinoza
 - a) Lily presented a revised version of the Diversity Committee mission and purpose. She noted that the following:
 - i) **Current Mission and Purpose Statement:**
Formed in 2001, the Fullerton College Diversity Committee's mission is to plan and develop activities with the purpose of promoting harmony, equality, and unity through a greater understanding of diversity. The committee promotes and protects the interests and concerns of minority and underrepresented persons; this includes persons designated as a protected class by the California Education Code. The committee actively promotes and advocates for a positive, supportive, and safe campus climate. The committee advocates for and plans activities that promote student equity. To support its mission and purpose, the committee creates and recommends campus activities that educate, engage, and challenge students, faculty, staff, and administrators to celebrate and acknowledge the importance of diversity within the campus and society. The committee actively seeks assistance and resources from within and outside the campus community. The committee provides advice and recommendations to the college president on related issues.
 - ii) **Proposed Revised Mission Statement:**
The Campus Diversity Committee promotes harmony, equality, and unity by supporting policies, programs, and practices that provide a greater understanding of diversity at Fullerton College. The committee promotes and protects the interests and concerns of minority and underrepresented persons; including persons designated in a protected class as defined by the California Education Code. The committee actively promotes and advocates for a positive, supportive, and safe campus climate for students, faculty, staff, administration, and for those in the community.
 - iii) **Proposed Revised Purpose Statement:**
The committee is charged with building an inclusive and respectful campus working alongside community members and campus leaders to develop and evaluate the Diversity Action Plan. The committee is responsible for making recommendations to the President's Advisory Committee on diversity issues that affect the success of Fullerton College students.
 - b) A discussion ensued over the nature of how the new mission and purpose statement was created. Lily mentioned that the committee had a previous discussion on the nature of the Diversity Committee, committee structure, and the role of the Cadena Cultural Center. She said that given the questions, she worked with Dr. Vurdien to create a new mission and purpose for the Diversity Committee. She also noted that the new mission would also emphasize the role of community outreach and that the proposed voting structure would include two new voting (community) members who will be appointed by the Fullerton College Community Advisory Group. Lily also said that she included a history section modeled from the Cypress College Diversity Committee mission statement. A discussion ensued over the structure of Cypress College Diversity Committee. Paul McKinley inquired as to what input the campus president had in this revised mission statement. Lily responded that Dr. Vurdien's input has been limited to a discussion over the activities of the Diversity Committee and the difference between the Cadena Cultural Center and the Diversity Committee to which Lily acknowledged that much of the coordination of diversity activities has been done by Vince White and her. In addition, she said that she discussed the recommendation by the previous accreditation team that Fullerton College create an action plan for diversity and that this was not accomplished. She stressed that the action plan was something that the Diversity Committee could take on should it agree to do so. Chris Lamm said that the impression she got from the previous meeting was that members wanted more involvement in the committee than simply reporting back. She said that Lily has approached her for input on the Diversity Action Plan and that Chris felt that this was what the Diversity Committee should be doing and that the Cadena Cultural Center is now doing what it was envisioned back in 1995. Chris stated that we have to come together as a campus to understand what we are doing well and what we are not doing at all in regards to diversity and develop a plan to make a change and sees this revision as a way to do this. Lily encouraged all members to go to their constituents to have a discussion about what a diversity action plan should look like. Lily also

- provided the committee members with examples of action plans from UC San Diego and Ohio State University Engineering Dept. In addition, she noted the example provide by the Student Equity Plan Committee. Lily then stressed that at this point we not focusing on the action plan but rather the proposed changes to the mission statement. Ken stated that “diversity action plan” is such a broad term that the committee may want to have a meeting dedicated to what we mean by a diversity action plan. Ken stated examples of what the meeting could discuss such as what are some of the expected outcomes, is diversity in itself a desired goal or is it that we are a diverse community but do we have inclusion, are we engaged, are we involved and has that affected changes in behavior. He further stressed that if the committee decides to take on this project then we should look at what the accreditation report suggested. So that planning forward, what are some of the goals as they tie into the vision and mission of the (diversity) committee, then set out a plan, timelines, to affect change on the campus? Lily stressed that this is exactly what we are talking about, building a framework on how we would even approach it before we begin. What she wanted to include in the purpose is talking about “building the inclusive and respectful campus and those being measurement but “what does that mean and how is that defined,” how can we explain that in a report that we would like to present to the Board and discuss on a yearly basis and to evaluate the outcomes. Lily stressed that all of this is not what we are talking about in the Diversity Committee so that first we have to talk about what our committee is doing and adopt a new revised mission so that we could work towards a Diversity Action Plan as an end that hasn’t even started. Vince stressed that he was surprised that the revised mission was not originated within the committee first and made note that the current mission statement was generated within the committee as a shared governance process. He noted Paul’s question regarding the input of the President on the revised statement and asked who created the revision and whether discussions occurred outside the committee. Vince stressed that certainly if the previous accreditation required the campus to create a diversity action plan, that indeed this is something we should do but that the something of this nature should have begun within the committee. Chris Lamm stated that when she looked at the document, she thought the revisions were based upon the previous discussion. Lily concurred and included that the revisions also came from discussions with the President and, as chair, from what the committee has discussed last year. Lily stressed that this is a draft and this is a starting point for the discussion. Ken stated that it is a very good first draft, broad but focused enough that it is understandable. Josue questioned the rationale for the revision to which Lily stated that it originated from the committee’s last meeting. She stressed that a conversation occurred regarding differentiation between the Cadena Cultural Center and the Diversity Committee – responsibilities, jobs responsibilities of the committee members, who is doing most of the work, where is the time being spent, what are the resources and where do they originate. She stressed that she reviewed the current mission statement and that it was very clear that the mission was to plan and coordinate activities but that the Cadena Cultural Center does this. So if the committee’s mission isn’t to plan and coordinate activities, then where does that put the Diversity Committee as a college resource/function with everyone representing our college constituents for the purpose of providing college-wide input? Karyn inquired about any duplication of efforts regarding the diversity action. Chris Lamm gave a brief on how the Student Equity Plan Committee devised their own plan, one that was viable, and described that they are now discussing how to use the plan to affect change throughout the campus. Andre stressed that he likes the draft. Ken suggested that it might be good to show the original document with strike-through.
- c) Ken also announced that in November, there are plans to pull together a district-wide equity and diversity committee to look at a District mission and vision based on the District’s overarching mission and purpose so that there is continuity between the two with an emphasis on addressing the diversity, EEO, and programs that fall under this umbrella. He said that he believes that this framework might be helpful to Fullerton College to look at and embrace those portions that are appropriate for the college. Ken said that what this district committee would be working on is an EEO Plan. Ken stressed that it is not the intention to duplicate efforts between the District and the colleges but to dovetail the efforts. Lily concurred and added that the goal should be to compound the efforts to create an inclusive environment and to have a lasting effect upon the college that goes beyond what is going on in one year. Lily said her hope would be that committee members would review the revised mission and eventually present it to PAC.
- i) **ACTION:** Member will review the revision and submit ideas and/or concerns to Lily no later than Thursday, October 14, 2010.

- a) Templates were issued – see above.
- 3) Hispanic Association of Colleges & Universities (HACU) Sandra Ramirez
 - a) Ms. Ramirez gave a brief overview of the HACU Internship program for spring 2011 and distributed fliers for the program. Vince accepted the fliers and will have them available in the Cadena Cultural Center.
- 4) Presentation: Families for Equality Espinoza
 - b) Given time constraints, Lily motioned to postpone the showing of the Families for Equality video; all present members agreed.
 - i) **ACTION:** item tabled

OLD BUSINESS

- 1) Membership Proposal Espinoza
 - a) Lily announced that faculty representative, Erica Bennett, has resigned her seat and that Kim Orlijan has been approved by Faculty Senate to occupy the previous vacancy. Thus, at present the committee still has a vacant seat for both faculty and classified. Lily encouraged members to spread the word.
 - b) Lily announced that the Asian American/Pacific Islander Faculty & Staff Association (AAPI) is still needed to be presented to PAC.
- 2) Campus Diversity Forum White
 - a) Vince deferred the Diversity Forum discussion to announce that the Latino Student Forum took place the previous week and that a memo was sent to Student Services managers giving a brief overview and outcome of the event. Bob asked of the Cadena Cultural Center will be conducting the LGBT resource seminar. Vince announced that this seminar will be offered on Thursday, October 14.
- 3) Stanback-Stroud Diversity Award Espinoza
 - a) Lily suggested that the Diversity Committee support Erica Bennett as a nominee for the Stanback-Stroud Diversity Award given her work with the Mendez v. Westminster project/video that will be shown on KOCE during Latino Heritage Month. Lily stated that Erica was also interviewed by KOCE; however, there are some uncertainties about the next step in this project because Erica is a faculty member and under contract which has specific guidelines on use of faculty time and release time and as such, she is not able to promote the video on work time.
 - b) Lily suggested that the committee consider addressing issues like this in a diversity action plan to question how we as a college are presenting ourselves to the community as promoting diversity. Karyn questioned whether it would be the purview of this committee to address contractual issues. Lily stressed that the committee has addressed large issues such as domestic partnership benefits and ADA compliance and that issues like these have to be raised somehow. In addition, she stressed that the Diversity Committee has a duty to transform the college on diversity issues. She further questioned policies that prevent counselors and librarians from counting time on committees and projects like Erica's as part of their hours. Chris Lamm stated that instruction faculty do everything off the clock and that this is a big issue. She described how a previous campus president told her that he expected her to go above and beyond, give to your division and the community. She said that this is how she sees her role as a professional; however, it has been difficult to get other faculty involved at this level. Lily questioned to what extent new faculty are being encouraged to participate. Vince asked for clarification on the original question brought forth regarding supporting the nomination of Erica Bennett for this award and that if the contract issues is impacting the work of the committee that members consider discussing it in the future.
 - c) Vince announced that he added a link to the Stanback-Stroud Diversity Award on the Diversity Committee webpage.
 - i) **ACTION:** Committee members agreed to nominate Erica Bennett for this award.

INFORMATIONAL ITEMS/ANNOUNCEMENTS/OPEN FORUM

- 1) Open Forum Request Leonor Monreal
 - a) Leonor had to leave early and so she gave her Open Forum request to Lily who brought it forward to the committee. Leonor has requested \$500.00 to fund an honorarium to bring Dr. Leo Chavez, UC Irvine, to the campus to discuss immigration issues, views on Latinos, discrimination and xenophobia portrayed in the media.
 - i) **ACTION:** Members will consider the request and send their input to Lily.

MEMBER REPORTS

- 1) District Equity & Diversity
 - a) Ken asked for more information on Jane Elliott. He mentioned that Cypress College expressed an interest in having her present to Cypress College. Vince confirmed that Jane is willing to present to Fullerton College and Cypress College for \$8500.00 and that she would arrange her own travel and lodging. Ken said he is working with Cypress College to see how much they are willing to contribute and that we make sure this happens.
 - b) Ken also mentioned that Joseph Lopez, a Long Beach police officer, is willing to come to the college to conduct a workshop covering topics such as racial profiling, hate crimes, diversity, and anti-bias. Ken said he would like to invite Mr. Lopez to the college and that there is no cost associated with the presentation.
 - c) Ken also announced and encouraged members to consider attending the Western Region Council on Black American Affairs Fall Mini-Conference on Friday, October 29, 2010 at Pierce College in Woodland Hills. Anyone interested can contact him.
 - 2) Management
 - 3) Faculty
 - 4) Classified
 - 5) Asian-American/Pacific Islander Faculty and Staff Association
 - a) Karyn announced that the AAPI will have a meeting to discuss the concept of the "model minority." Korean food will be served and anyone interest can contact her.
 - 6) Associated Students
 - a) A.S announced that the Lambda Society will be conducting their Coming Out Week information table in the quad Monday through Thursday, October 11-15.
 - 7) African-American Faculty & Staff Association
 - 8) Disabled Student Services
 - a) Paul announced that he will give a seminar entitled "Living Life with a Disability" seminar that will include a panel of students who receive services from the DSS office on Thursday, October 7, at 11am and 2pm in the old staff dining room.
 - 9) Gay & Lesbian Association of District Employees
 - 10) Latino Faculty & Staff Association
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REMINDERS

Next meeting: November 3, 2010, Room 227
Agenda items due November 1, 2010 at 5:00pm