



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

Diversity Committee

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

VOTING MEMBERS		REPRESENTATIVE	Present	Absent
Associated Students	Katie Gutierrez		X	
Associated Students (ICC)	Jonathan Ruiz		X	
Classified	Josue Abarca		X	
Classified	Vacant seat			X
Faculty	Kim Orlijan			X
Faculty	Vacant seat			X
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	Wendy Bailey		X	
Chair, Student Equity Committee	Chris Lamm			X

GUESTS: Crystal Loria (FC Student), Brittany Kane (FC Student)

HOUSEKEEPING

- 1) Agenda
 - a) The committee members introduced themselves and which organization they represent. Lily gave a brief of committee protocol in regards to agenda and minutes and encouraged all members to visit the Diversity Committee webpage that can be found at the Cadena Cultural Center website: <http://cadena.fullcoll.edu>
 - b) **ACTION:** Agenda approved with no changes
- 2) Minutes
 - a) **ACTION:** Minutes for October were approved with prior revisions sent to Vince via email.

NEW BUSINESS

- 1) Diversity Committee Mission Espinoza
 - a) Lily introduced a discussion of the proposed revised Diversity Committee Mission, opening the discussion with a brief of the background and reasons for the proposed revision. She highlighted the changes in the revised mission, in particular, the omission of the committee charge of planning events and the removal of the Cadena/Transfer Center Director and Coordinator as resource members as well as the committee guidelines. Lily also noted the inclusion in the mission of the charge to create a Diversity Action Plan. Lily noted that PAC has yet to approve the addition of the Asian Pacific Islander Faculty and Staff Association as a voting member. Included in the proposed membership change is the inclusion of two voting community members. *(See current mission and proposed revised mission statements attached to these minutes.)*
 Josue said he echoed Vince's concern and inquiry of how the proposed community members would be chosen. Lily stated that the community members would have a distinct and clear interest in the Diversity Committee and as such, these community members would have a vested interest in promoting the mission of the Diversity Committee. Vince expressed his concern about giving a vote to community members because he felt that simply because a community member may be concerned about equity and diversity for their representative group that sentiment may not be there when it comes to issues that affect the LGBT community on campus. He asserted that as a representative of the LGBT community on the campus, he felt that LGBT concerns seem to be a "sidebar" for the administration. He noted that there have been events that the campus has hosted that may have a negative impact on the LGBT community or discussions that may involve diversity on the campus but for which the LGBT community is not included unless prompted. Vince asked how and who would appoint these community members. Lily said that she does not know who the community members would be and that it would be the community forum group that meets with the President and the leadership of the college who would be asking them. She stated that the President was meeting with community members on November 16, 2011 and that this issue would be an agenda item for that meeting. Lily stated that this event would include community groups such as the Black Chamber of Commerce, the Hispanic Chamber of Commerce, and the Asian American Chamber of Commerce. Vince noted that he had to ask the administration to include a community member from the LGBT community for the November 16th event. He stressed that his hope is that a member of the LGBT community would be included in the group that would be tasked with assigning the community members to the Diversity Committee. Bob expressed his concern of the possibility of assigning a community member who, should they have a "political agenda" may provide a disruption to the committee especially if they have a vote. Lily suggested that the two community

members could be resource rather than voting members. Josue said that he had no problem with granting them a vote so long as the process of choosing them is "proper" meaning that it is aligned with the goals of the committee. Lily stressed that there is not an in-depth process for choosing members on the committee and that there have been members elected "who have espoused viewpoints that are in direct opposition of who we are as a committee." Andre asked for a clarification on whether the two members would be from different organizations. Lily affirmed. Lily asked the students for their input. Crystal Loria suggested that the community members have one vote as a bloc. Lily asked for Ken's input to which he deferred to the committee but stressed that we would need to ensure that there remain an odd number of voters. Ken suggested that resource members not have a vote so that they could provide resource and consultation but not sway the vote one way or the other. The students suggested having one voting community member and the other a resource member. Annie asked for clarification on how the issue of community members came up in conversation. Lily gave a brief history of the Diversity Committee beginning with the former campus Director of Equity and Diversity and the subsequent loss of this Director following the move of the position to the District. Lily then stated that when she assumed the position of the Director of the Cadena Cultural Center, she had taken a survey of the school regarding the mission and marketing of the Cadena Center. She stressed that the current mission of the Diversity Committee includes planning diversity events but noted that this is the task of the Cadena Cultural Center and its staff, in particular, the Director and the Coordinator. She also noted that because of this change in the mission statement, the majority of the committee's time was spent discussing the Cadena Cultural Center calendar of events and that this was not the purpose of this committee. Lily further stated that the committee was trying focus on how we were trying to serve the community of Fullerton College and the outside community that we serve. Lily continued stating that looking at the issues of accreditation, and diversity issues in regards to our hiring, practices in terms of the curriculum, in terms of services inside and outside the classroom, we were trying to match up the community we serve and the community of students that we have here. She said that she had been in conversation with the campus President, in discussions of the role here in the committee, asking where the community involvement was here on the committee and that there is no community voice on this campus right now. Vince commended Lily for her revision of the mission statement and differentiating the roles of the committee versus the Cadena Cultural Center, and the inclusion of the Diversity Action Plan. He stressed that the inclusion of community members was never discussed within the committee and questioned if Lily had a discussion with campus members outside the committee and/or if it was something that Lily felt was needed. Lily concurred that the issue of the community members was never discussed. However, she stated that the idea to include community members came from the discussions she had working with the Student Equity Committee, the Education Master Plan, Accreditation, the campus climate survey, and Ken Meehan's 10 Year Plan. Lily also pointed to the UMOJA Program model, in particular, Dr. Ernie Bridge's insistence that the community be heavily involved in everything we are doing here at the college. She further stated that it is common practice for a community college to have community members on events and activities whether or not it is talked about or discussed. Lily said as chair, when looking at the direction of the committee it's a natural step. Vince stated he agreed with Bob's concern about having voting community members who may prove to be problematic. He reiterated his concern of having community members who may regard LGBT issues as either a sidebar or a non issue in comparison to other issues going on at the campus. Vince stressed his concern that somewhere down the line, the LGBT faculty, staff and students will find themselves out of the discussion of diversity on the campus. Annie said she thought it would be interesting to have community members present on the committee but as resource members. She said that she only sees potential problems with making them voting members because if they are going to be voting on issues that directly affect us and what we do here on campus that they are not even involved or aware of what we are doing here (in the committee) that this is going to be very problematic. Annie concluded by saying that she has no problem with community members attending to give us a broader perspective but she would not want them to be voting members. Andre asked if Cypress College has community members on their Diversity Committee. Vince stated that they don't but that he believes that they have some type of community action board. Vince brought to the attention of the group a recent email from Lily in which she stated that "a committee is not responsible for the mission of itself that is the role of the college leadership as a whole, the college President and the President's Advisory Committee (PAC)." He stressed that in light of her statement, that if indeed it is up to the administration and not the Diversity Committee, that the committee should defer the issue to PAC. Lily stressed that the committee should provide a framework when presenting to PAC and that it seems like the compromise is to have the community members be resource members. She further stressed that this is just a starting point for discussion. Ken clarified his earlier comments stating that he misconstrued community member along with a resource member and said that you could have a community member, not necessarily a resource member, who could be afforded the same rights as other voting member. He also noted that he believes that there are two community members on the District-wide Equal Employment Opportunity Equity Committee which is very similar to the Staff Diversity Committee and he believes that they do have a vote. Ken responded to Vince's concerns stating that he was not as reserved to believe that not having a community member present would move forward sensitivity to or move forward any issues that you or we would want to express regarding gay and lesbian issues; they may need to be present to hear that to become more sensitive to it. Ken would advocate to have a community member present so that they can hear what issues we are dealing with and perhaps to serve as a resource. He stressed that if there are issues that they may bring a perspective maybe we can change that and this maybe the forum to deal with some of those issues up front and that he believes that it is important to have the community present. Lily stressed that we have community members present on hiring committees for the campus president. Vince brought forward the suggestion to have a community mixer at the beginning of the year at which the committee members present invite members of their respective communities to attend. The committee would then offer the community members the opportunity to sign up for a date that they would sit on the committee; thus allowing community members from various interests groups the opportunity to provide feedback to the committee rather than having community members that always represent one particular interest group. Annie stated that this would be a good idea but was concerned about whether or not we could fill all the dates and to keep each new community member up to date on the issues that the committee may be working on at any given time. Ken thought it would be a good idea but felt that it would be good to have at least one community member who would serve on a consistent basis to provide continuity to the community. Lily said that we still are not sure if there is a desire within the community from someone to sit as a community member. Crystal asked how we would be able to maintain communication with the rotating members on issues of the committee. Lily noted that all of our minutes and agenda are online. Vince suggested that if the committee were to vote to make these community members voting members, that one of the community seats be a person who serves for one year, and the other a rotational seat so that we could ensure that we were allowing input from a broad array of interest groups.

- i) **ACTION:** Lily asked for a motion following Vince's proposal to have one community member be a voting member who would sit for a year and another community member be a voting member who is rotated throughout the year. Andre made

the motion, Josue seconded it, and the motion was passed.

- b) Lily then asked the committee how they felt about the other proposals. Vince noted that the guidelines were removed and asked if they were going to still be included. Lily said no because the previous guidelines had specific wording about the role of the Cadena Cultural Center Director and Coordinator as well as an administrative piece. Vince asked what the role of these positions would be to which Lily said they would not unless appointed to the committee by the representative bodies. Vince asked if the duty of committee secretary would rotate to which Lily responded that it would be based on the vote of the committee. Lily asked if there were any more conversation on the revisions. Annie stated that she would like to clarify how voting would work especially if we are to include community members. She asked if it was going to be a simple majority. Lily noted that it was never noted in previous missions and that sometimes voting takes place via email since the committee only meets once a month. Annie further asked for clarification as to how consensus is achieved once voting has taken place. Lily gave a brief of how the procedures of committee voting both in meeting and over the internet and primarily focused on event planning and budgeting. Vince inform Annie that should the revised mission be approved by PAC, that the focus of the committee will change from event planning to development of a Diversity Action Plan and addressing issues of diversity. He stressed that what the committee can only propose the changes to the mission statement and that PAC and the representative constituents will have to bring the proposal to their senates for approval and then PAC will need to approve it. Josue stated that he felt it would be a plus to have community leaders on the committee who are political and gave the example of the recent proposition on gay marriage that was legally challenged in the courts. He clarified his statement by saying that he did not see a problem with community members who are political because it has been through this means historically speaking that change has been brought about. He said was that he believed the gay community should have a right to get married if they choose to do so but it will not happen unless someone steps up to the plate as it was the case with challenging the unfair proposition 8 in the courts. Those who worked so hard in defeating prop 8 may also be accused of being in politics but they were working towards a noble cause and trying to protect the rights of a marginalized group.
- i) **ACTION:** Lily will add the changes to the revised mission and voting structure and will distribute it to committee members via email and then she will present it to PAC at the next meeting.

- 2) FC Meeting Tuesday, November 16 at 2:00pm Espinoza
- a) Lily urged all members to RSVP to the Community Diversity Meeting to discuss diversity issues at Fullerton College. Lily stated that she worked with Andrea on the issues that will be discussed at the meeting such as FC diversity statistics, student completion and graduation rates; faculty, staff, and student demographics, accreditation and the self report, and the recent campus climate surveys. Lily also announced that the campus has extended invitations to various community groups such as the Black Chamber of Commerce, the Hispanic Chamber of Commerce, OC LGBT Center, and OC Human Relations Commission to name a few. In addition, Lily stated that we will also be discussing the revised proposals to the Diversity Committee to the attendees. Ken asked if the campus wanted him to play any role to which Lily stated that she felt it would be very good idea for Ken to attend this meeting; however, she stressed that she is not the one organizing the meeting. Vince asked Ken if he should add his secretary, Sandy Cotter, to the Diversity Committee distribution list – Ken emphatically concurred.
- 3) Diversity Newsletter Espinoza
- a) Lily reminded members that the deadline to submit an article for your Diversity Newsletter is November 19. Articles are limited to 250 words maximum. She stressed that the first newsletter was greeted with positive reviews. Annie asked for examples to which Lily encouraged her to write about the APIA and the recent book club meeting. Lily mentioned to Ken that in the previous newsletter that she quoted his definition on diversity. Vince suggested that Ken announce the newly created district diversity panel; Lily also mentioned that the Western Region Council of Black American Affairs Conference and Latino Achievement Gap events would be great to discuss.

OLD BUSINESS

- 1) Membership Proposal Espinoza
- a) Lily clarified that the inclusion of the APIA and the change of the meeting times have yet to be approved by PAC.
- 2) Stanback-Stroud Diversity Award White
- a) Lily noted that the deadline for this award is February and noted that the application requires much documentation and that she will need to ask for assistance from committee members. She noted that the committee already voted to support the nomination of Erica Bennett for her work on the Westminster vs. Mendez project.

INFORMATIONAL ITEMS/ANNOUNCEMENTS

- 1) Lily noted that she removed the Open Forum because the committee is not a funding source. However, she noted that this section can be used as a way for campus constituents and community members to address the committee. Lily asked if anyone had an opinion on using the term "informational items/announcements" versus "open forum."
- a) **ACTION:** Members agreed to Lily's proposal to call it "informational item/announcements."

MEMBER REPORTS

- 1) Associated Students
- a) Crystal Loria noted that they are having a problem with student involvement on campus committees in part because of the issues surrounding the AS Senate meetings and visitors who are taking up much of the meeting; however, she stressed that they are working on getting more student involvement. Crystal noted that she is working to know more about the committee meetings but that she was not sure when they are held and that she stressed that if the Diversity Committee wanted to inform AS about an issue that the best way is to email her.
- b) Jonathan (ICC Rep) stated that although he really did not have a report from ICC, he did noted that as a member of the Science Club, they were planning an event on November 19 to remove invasive species of plants and planting native species.
- c) Vince inquired of the students as to "how they were doing," noting that he was concerned about them having an adequate voice on the campus. The students noted that they are doing their best to get students involved and to show up to the meetings for which they have signed and doing this through email contacts. They did stress that students are excited about being

involved on campus but that much of their meetings are dominated by open forum and that this is causing some students to be unsure of what to do and/or become apathetic. Lily stressed that one of the roles of the Diversity Committee is to empower students and to ensure that students' voices are heard, especially if they are feeling marginalized in the decision-making process. Josue inquired about scholarships for student senators to which the students responded that indeed, they receive honorariums for being an AS Senator.

- 2) Classified
 - a) Josue stated that he had no report to give to the committee.
- 3) Faculty
 - a) No faculty present. Lily stressed that the committee still needs to fill the vacant seat and encouraged members to suggest possible names to Marcus Wilson.
- 4) Management
 - a) Lily noted that the campus is currently in the process of hiring the VP of Instruction, a VP of Educational Services, and a Dean of Physical Education. Lily stated that the campus is hoping to garner a diverse applicant pool and encourage the committee members to send announcement of these positions to their various constituents.
- 5) African-American Faculty & Staff Association
 - a) Andre gave a brief on the Western Region Council of Black American Affairs Conference and that it was a successful and motivating event. Andre also noted that he and members of the UMOJA community will be attending the UMOJA Conference at Orange Coast College on November 11, 2010. Lily suggested to Andre that we invite UMOJA students to the Diversity Committee.
 - b) Andre announced that the BSU was hosting a movie at the Cadena Cultural Center on Thursday, November 4. Vince noted that the BSU has requested to reserve the Cadena Cultural Center on the last Thursday of the month.
- 6) Disabled Student Services
 - a) No representative present.
- 7) Gay & Lesbian Association of District Employees
 - a) Vince announced that the GLADE executives were in the process of revising the GLADE scholarship application and that this year, the members intend to host an awards function in April with details to be worked out later. He also noted that they have about 4 new members; some of the new members are allies. Vince also stated that he has been emailing GLADE and Lambda members to support the coming event hosted by the Creative Writing Committee – Alistair McCartney, an LGBT writer, on November 9. He also announced that he has requested to have a webpage for GLADE at the fullcoll.edu site.
 - b) Vince announced that the veteran event that was hosted today with the Cadena Cultural Center and FC Veterans Club, entitled "The Veteran's Experience: A Panel of War Vets Tell Their Story" was a success with about 100 participants.
- 8) Latino Faculty & Staff Association
 - a) Bob announced that the LFSA and Dream Team will host a movie night to benefit the Dream Team scholarship fund on November 10, 4-6pm, in room 1440. He also announced that LFSA will be involved in the Closing the Latino Achievement Gap Summit on Friday, November 5. He announced that they still need volunteers to help with the set up and if interested, to contact Mary Molina.
- 9) Asian Pacific Islander Faculty and Staff Association
 - a) Annie announced that their group is still working hard to get the word about the existence of the APIA and that they are still working to gain new members. Vince asked Annie if theirs was a district or campus group to which Annie responded that this was a good question and that as far as she knew the members were open to the idea of being a district group but that at present they are just a campus group. Vince asked if Jane Ishibashi had attended the Cypress College Diversity Committee because members there expressed an interest in the APIA when he (Vince) attended in September. Lily noted that she felt that the APIA bog is wonderful. Vince inquired about the status of the APIA scholarship. Annie responded that at present they are struggling to get members to show up to the meetings and because their membership is still a limited number of members, fund raising is still an issue. Lily noted that Fullerton College is now designated as an Asian American Pacific Islander -- serving institution and that this opens up the campus for funding. Vince noted that the way GLADE gets the word out to the District is via the respective campus wide newsletters such as FC President's Weekly and Cypress College's @Cypress, as well as the SCE, at the beginning of the fall and spring semester.

REMINDERS

Next meeting: December 1, 2010, Room 227
Agenda items due November 29, 2010 at 5:00pm