



Diversity Committee

December 1, 2010
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 members must be present)

VOTING MEMBERS	REPRESENTATIVE	Present	Absent
Associated Students	Christopher Sanchez, ICC President	X	
Associated Students (ICC)	Jonathan Ruiz	X	
Classified	Josue Abarca		X
Classified	Vacant seat		
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	Wendy Bailey	X	
Chair, Student Equity Committee	Chris Lamm		X

GUESTS: Rena Negrete

HOUSEKEEPING

- 1) Agenda
 - a) **ACTION:** Approved – no changes
- 2) Minutes
 - a) **ACTION:** Approved with changes noted by Josue in an email to Vince earlier in the week. Vince will make changes and post to the FC Diversity Committee webpage at <http://cadena.fullcoll.edu>.

NEW BUSINESS

- 1) Campus Diversity Forum Espinoza
 - a) Lily distributed a memorandum that outlined the agenda and results of the 2010 Diversity Forum held last spring (see attached document). She gave a brief overview of the purpose of the Diversity Forum, in particular, that the committee wanted to start a dialogue on campus about diversity and the purpose of the Diversity Committee. She continued by stating that the forum was also used to highlight the demographic diversity among the campus staff and students, as well as, the results of the campus climate surveys that were conducted in the 2009-2010 academic year. Lily also noted that during the planning of the forum, the Diversity Committee members had a “heated conversation” regarding the language used to describe the racial and ethnic demographics. Annie inquired how many people attended the event; Lily noted that there were about 50-60 participants. Lily mentioned that in reviewing the comments of the participants that she and Vince noted that some of the comments did not relate to the questions about diversity posed to the participants. Lily then opened a discussion and encouraged committee members to begin the planning for the 2011 Diversity Forum. She stressed that she wanted it to be an inclusive planning process and that the forum must have a practical outcome to ensure that participants feel it to be worth their time in attending. Lily further stressed that the committee also discuss how the outcomes of the prior forum were used. She did note that one direct result of the first forum was the production of the “Diversity on Campus”

newsletter and that the forum was highlighted in the mid-term accreditation report and as such, the campus is expecting another forum to take place.

- b) The committee engaged in a lengthy discussion over possible formats and issues to consider for the next forum.
 - i) **ACTION:** Forum will take place May 4, 2011 from 3-4:30pm in lieu of the final Diversity Committee meeting. Vince will work with facilities to secure a space.

OLD BUSINESS

- 1) Membership Proposal Espinoza
 - a) Lily noted that since PAC did not convene at their last scheduled date, the Diversity Committee membership proposal and changes to the mission has not been presented to them for consideration.
 - i) **ACTION:** Lily will present to PAC at their next meeting on December 8.
- 2) FC Meeting Tuesday, November 16 at 2:00pm Espinoza
 - a) Lily gave an overview of the FC President's Diversity Meeting held on November 16, 2010. The President invited various members of the community to attend; however, only two members showed – Amin David from Los Amigos of O.C. and Rusty Kennedy of the OC Human Relations Commission. She noted that Ken Meehan presented an overview of the statistics of student achievement according to the racial/ethnic categories. She relayed the sentiments of Rusty Kennedy who stressed that if the campus wants community members to attend these events that the campus has to ensure that there will be effective outcomes, otherwise, there would be little incentive for a community member to take time out of their busy schedules to attend these events. Lily stressed that there still persists the perception that Fullerton College is “definitely not serving the community and definitely missing the mark when it comes to making students of color, specifically, feel comfortable and welcomed at Fullerton College.” Lily commented that it was a positive reflection of Dr. Vurdien to have reached out to the community with a genuine desire to listen and stressed that the Diversity Committee needs to play a role in reaching out to the community and providing input and suggestions to the President.
- 3) Diversity Newsletter Espinoza
 - a) Lily thanked those committee members who contributed to the Diversity Newsletter. The committee reviewed the newsletter and gave their opinions and ideas about the content and formatting.
 - i) **ACTION:** Lily will distribute an electronic copy to the campus and have 100 hard copies reproduced.

INFORMATIONAL ITEMS/ANNOUNCEMENTS

- 1. No announcements
- 2.

MEMBER REPORTS

- 1) Associated Students
 - a) Jonathan Ruiz announced that following the prior Diversity Committee meeting at which the proposed membership changes were discussed, in particular the voting community members, that he mentioned this proposal at the previous ICC meeting and that the majority of ICC members said that they did not want community members to have a vote. Lily stressed that at present the proposed revisions to the Diversity Committee has to be approved by the campus shared governance constituencies via PAC and that Associated Students would have an opportunity to share their concerns and input on the proposals through PAC. Lily said that she can relay Jonathan's comments to PAC when she presents the proposals to PAC on December 8.
 - b) Christopher Sanchez, ICC President, said he was happy to announce that A.S. voted down the revised and proposed AS Constitution from 2009-2010 A.S. members. Chris stressed that the reason he is announcing this vote to the Diversity Committee is because the proposed AS Constitution, had it been approved, would have eliminated the votes of clubs on ICC, something that the club leaders were against because they feared it would take away their voice on ICC. Chris said that the ICC members were concerned that the proposal could resurface and so, ICC reconsidered the motion and voted it down again, effectively preventing it from being reintroduced to AS.
 - c) Chris also announced that Lambda Society is helping the Health Center in its World AIDS Day event to be hosted on December 2. He announced that Lambda members would like campus members to

wear red on December 2nd in honor of World AIDS Day. The Library will be displaying panels of the AIDS quilt.

- d) Lily also noted that Kwanzaa will also be held on December 2, from 12-1pm at the Wilshire Auditorium.
 - e) Chris also brought to the attention of the committee members that in his role as a student leader that he is hearing from white students their dismay that there are no groups/clubs for them. Chris said that he felt this to be true given that there are five Latino organizations, the BSU, and four religious organizations. Lily inquired as to whether or not they have tried to form a club and then asked what they would call themselves, what's the mission and purpose? Chris stressed that the white students have tried to form a club but that they are fearful of it being "shot down." Vince noted that this is a perennial issue and that he has been approached by students of European ancestry regarding the perceived lack of a club for them. To which he stated that there has been clubs such as the German and French Clubs that focus on the cultural heritage of these European groups and that he encourages the students to steer clear of the term "white" because, historically, this is a racial power term. He said that he encourages students of European ancestry to learn more about their own heritage. Lily stressed that since many students are unaware of their own cultural heritage, that naming a club as a "heritage club" is fine provided the students are aware of their mission. Vince noted that clubs are instituted by the students not the campus; it is incumbent upon the students to form the clubs. Ken stressed that there is nothing wrong with a heritage club if that is truly what they want in terms of collaboration and social participation, he is just not sure what is implied in the statement of why there needs to be clubs for Latinos, Asians, etc. He further inquired whether it is opposition to separate clubs or avocation of a white club. Lily stressed to Chris that the committee has an Open Forum for the students to come to the committee if they are feeling excluded, disrespected, and that the committee is open to discussing these issues. Chris stressed that these students recognized that the "movers and shakers" of clubs on the campus tend to be the Latino and other ethnic clubs and that they are worried about how they would be accepted.
 - f) Chris conveyed that the AB540 students within the FC Dream Team club feel that some of the faculty and staff are unaware of the needs of undocumented students. Kim noted that she is hosting a student panel to discuss immigration and that she is tentatively planning it for early February. Lily noted that the committee could suggest that the new faculty handbook include a section on AB540. Lily stressed to Chris that she believes that the workshop he was talking about was the one hosted for the faculty flex day and if so, that AB540 students should not feel that it was anything to do with them because all the workshops offered on that day were poorly attended. Annie suggested that quick facts on AB540 could be included in the Diversity Newsletter – Lily agreed and that it could be included in the spring newsletter.
- 2) Classified
 - a) No representative present – no report.
 - b) Lily reminded the committee that there still exists a vacancy for a classified representative and that committee members should encourage classified staff to apply for the seat.
 - 3) Faculty
 - a) Lily announced that Sean Chamberlin has been working with the Student Equity Committee to host a faculty event on Tuesday, January 18, 2011 to discuss barriers to student success/achievement.
 - b) Lily also announced that the CCC Registry Job Fair is taking place in January and that given we have many faculty positions openings that committee members should help spread the word among their constituents in an effort to get a diverse applicant pool.
 - 4) Management
 - a) Olivia announced that she and Cypress College faculty, Virgil Adams, will be conducting staff training on Friday, December 10. The purpose of the training to build "optimal relationships" among a diverse staff and students. Olivia said that although the training was for her own staff, that at this time, she has invited the staff of the Library and Cadena/Transfer Center.
 - b) Lily noted that the notice for the position of the Fullerton College Registrar has been announced and she encouraged the committee members to help spread the word among their constituents in an effort to get a diverse applicant pool.
 - 5) Asian American/Pacific Islander Faculty & Staff Association
 - a) Annie said that AAPI is still working on creating their scholarship.
 - 6) Black Faculty & Staff Association
 - a) No representative present – no report.
 - 7) Disabled Student Services

- a) No representative present – no report.
 - 8) Gay & Lesbian Association of District Employees
 - a) Vince said that the members are still working on the revision to the GLADE Scholarship and that they hope to have that out by the spring semester. He also noted that they have four new members and that some of whom are allies.
 - 9) Latino Faculty & Staff Association
 - a) Bob said that LFSA is helping with a coming STEM event on December 11 that is reaching out to elementary school children. They expect 300 students to attend.
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REMINDERS

Next meeting: February 2, 2011, Room 227
Agenda items due January 31, 2011 at 5:00pm