

Diversity Committee Meeting Notes  
 2 November, 2011  
 3:00-4:30, RM 227

Present: Associated Student Representative, Josue Abarca, Kim Orlijan, Lily Espinoza, Olivia Veloz, Andre Strong, Jane Ishibashi, Paul McKinley, Vincent White, Bob Miranda, Wendy Bailey, Ken Robinson, Garrick Smillie, Tyler Beltran, Taelyr Patton, Susan Beers

**Housekeeping**

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| Welcome   | Kim   |
| • Please look over the minutes and provide feedback   | Kim   |
| • Proposal for new business in minutes about note taking for meetings   | Josue |
| • Minute approval and agreement with discussion about new business  | Kim   |
| • Proposed some changes in minutes  | Jane  |
| • Mentioned changes in minutes concerning about Ethnic Studies Department suggestion, new business, house keeping, and in addition About the three incidences that happened on campus | Vince |
| • Agreed to clear up changes in minutes   | Josue |
| • Request to have stricken from minutes and include harassment Issues   | Vince |
| • Mentioned in addition about inviting guess speaker into the meeting To talk about harassment concerns   | Kim   |
| • Agreed to have Josue correct any addition corrections on minutes and Move forward with meeting  | Jane  |

**New Business**

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|---|-------|
| • Introduction of guest Susan Beers in context to harassment that has Taken place and mentions a proposal to make sure everyone pass the Same type of training for safety on campus   | Kim   |
| • Questioned by Bob talks about the incident about Football Players, Allegedly slurs were made inappropriately to students. Inappropriate Statements were reported to the VP of Instruction and VP of Student Services, in addition made suggestion that both groups can talk about Incident and come up with problem solution. It was expressed that Coach Burns has already addressed the team about the issue. It was Mentioned that PFlag does clinics for free on issues that deal with the Culture of large groups such as our Football players | Susan |
| • Mentions these students have come to me about these issues  | Vince |
| • Let the committee know the situation has been report  | Susan |
| • Has questions about what group would address concerns about Faculty and Staff that sets tone, feels maybe reinforcing homophobic Environment, feels Faculty and Staff should be paid as incentive to Start changing to a more tolerant environment.   | Vince |
| • Agrees with Vince and mentions how the situation may have been an Inconvenience to the coach  | Susan |

- Concerned that should be standard practice not just when bad things Happen, to make sure behavior is considered unacceptable, also with Sexual harassment because how many people don't report incidents. We need to install tolerance because football games are not as Important, Josue
- Agrees it should be campus training for everyone and starting with Staff, we have not seen much done with culture sensitivity and we Should push for everyone to have this training Lily/Olivia
- Standard procedure should be given to administrators Vince
- The other side the code of conduct, awareness should be when A student faces issues and they should know what to do Lily
- Just attended a support training meeting yesterday, and it dose cover More than managers, it covers all categories Ken
- Is it possible to make it a requirement for all Faculty and Staff Members to attend training for Diversity Tolerance or Sensitivity Kim
- There is no legal policies to have all employees and students to attend such a training. It may be introduced in some type of orientation. Materials can be supported. There is resistance to mandatory Requirements of the issue based on legality, reality , practicality and Timing related to issue district wide. Personally is an advocate and In agrees with suggestion to training Ken
- Expresses sitting in classrooms with instructors that are quick to Squash bad behavior Javier
- Ask for feedback from students Vince
- Suggest maybe giving this training to campus clubs and general Student population Garrick
- Ask Garrick about discrimination acts such as white paint brush And dose coach set tone in an abusive way Susan
- Feels like coach supports women more then men Garrick
- Sexism and homophobic goes hand and hand Vince
- Expresses he feels coach pushes guys to be gentlemen Javier
- Agrees not to address on personal level, because hear say may Become an issue. Maybe it can be addressed on opening day Or convocations to set a tone for the semester, or maybe during Staff development, and the key is in the class room issues should Be addressed. Ken
- We have a list or recourses Lily
- We have a yearly orientation and the topic would be welcome to Present Susan
- Expressed would be available to present topic at orientation Ken
- Expressed experience about athletes being clumped together As a single group Susan
- 500 athletes have a code of conduct and is explained to about The reflection each individual has on the group as a whole Susan
- Likes Olivia's idea of having athletics come into some of the

Diversity meetings	Jane
• Open for it, has not talked to Susan yet, but would be glad to do A workshop on academics and life skills	Olivia
• More venues would be good to hit home with students and code of conduct in most students especially that have not read it yet. This would get the message through and we can explain about About no tolerated acts	Bob Vince
• Information should not just be in the classroom but in the quad	
• Maybe we can implement a structure for all 3 campuses, and Strongly recommend in classrooms. We would need but in From executive body of total district	Josue
• We have campus wide development plan, start there to make it Broad to be accepted	Olivia
• For accreditation	Lily
• 5 year plan but include or add strategy	Olivia
• Provided? Need to be addressed at Development Plan	Vince
• Third page in plan talks about certification and planning for Salary advancement	Kim
• We're still quoting virtues of hateful survey answers and how The majority of campus feels, which is fine, but we need minority Voices, example like student forums to answer questions	Vince
• Should we have a motion for a common draft response?	Kim
• Toni needs in done by November 13	Lily
• Rushing deadlines produce inaccuracy, we may be back to Guessing	Vince
• Suggest to include safe zone classes together and training and Work out who to have available to help out	Garrick
• Still has questions to address about safe zone, but students still Still can come to the Transfer Center	Vince
• Think you group for your concerns and I am willing to work Together to make the climate better, a little hesitant to turn Student center into wrong hands, wants to make sure right We find the right person to do the training	Susan
• Action has accrued and I have heard about the incident but Wanted clearance on issue, and Toni will address issue after Which I will follow up	Ken
• Question about development certificates groups small or broad And would it be all faculty and staff	Garrick
• All are in conversation so far	Kim/Lilly
• Don't have details yet	Josue
<b>Newsletter</b>	
• Fall and Spring comes out in December, everyone needs to Contribute 150 words about each event. I will send an Email out to have articles by November 30 <sup>th</sup> , max 250 words Per article	Kim

- What is the focus Javier
- Events such as “Day of the Dead,” Do we want the same Format Kim
- Add Diversity action plan and new chair section to talk About position Vince
- November 30<sup>th</sup> newsletter items are due to Kim or Lilly. Kim

### Diversity Plan

- Did anyone get a chance to look at Toni’s email, what Are we going to do, call her by November 14 or what Do we do? Kim
- We can send her a notice Bob/Jane
- The plan is done how dose it address the issue a committee Is working on it, we could monitor and evaluate Lily
- That could be our charge, to monitor, critique, make sure It is being done and how can we incorporate Bob
- We want to make sure rules are done, no annual rule for Diversity, not shown in literature, we should question survey Vince
- Surveys go into random classrooms, numbers not known Lily
- Reads about welcome environment, expresses issue of training For answered question about diversity and internship, and Volunteering, and knows of labs that give behind the seen intern Experience, not only on area doing training for Basic Skills Olivia
- Diversity is in classified staff that now can not be adjunct, policy Is shutting off diversity Vince
- Can we get a list of divers employees or workers? Kim
- Do we have the number of interns being hired? Josue
- I just got the documents today, I’ll take a look and send Suggestions forward to Toni by Monday a week from the 14<sup>th</sup> Kim
- Suggestion as chair Kim who is taking clarification about who Is responsible for monitoring the plan Lily
- Why do it this way Olivia
- 2007 and 2011 our college was dinged for Diversity Lily
- Toni has responded about what we have done Bob
- Concerned about reiterating what we have been doing Jane
- **We are looking for action plan, not a list of things that have already been done.** Jane
- The Classified issue is very important Kim
- Ask for campus wide plan Olivia
- There is a District Plan with Ken Lilly
- Has some issues with plan, with filling the role of the equity Committee, how to achieve dealing with the student achievement Gap, and feels we should look to open up dialogue with Diversity Committee and Dr. DuBois Ken
- Toni said she was getting ideas on how to address the issues Lilly

- Feels this is the time to talk about issues, recommendation, and Share ideas Ken
- Question about Diversity Certificate credit Vince
- It will be done by Basic Skills, Dani Lilly
- What are the specifics of the certificate? Kim
- Sounds like a separate plan we need clarification Vince
- They talked about part of Dani's Plan, Faculty has a model of the Staff Development is in the process of modeling this plan Windy
- Is it a Certificate? Olivia
- Had a meeting with Dani, talked about doing more and getting Student Equity involved Lilly
- Staff Development is specific plan certificate credit unit program, Worded a little confusing Ken
- Is correct but not sure if it will be ready by the time it says Windy
- We should invite Dani back to get clarification Kim
- Met with Dani, we want it to get on board quickly, it never has Been don with a reward Lily
- Remainder to send in bullet form clearly, to pass along to Toni By Monday, she will also get clarification of where we fit in Kim
- Sees Umoja there but not sure why Insight is not there Olivia
- Just send her the information Lilly/Bob
- Or just send from Committee Kim
- Money has taken a while to come for travel and training not sure When it will come in Josue
- Like HACU, so much optimistic news should be reported on things Like this open to people for jobs in Texas, STEM grants are used to Send students and dose not cost the college Bob
- We can link into it Olivia

#### **Informational Items/Announcements**

- We can talk about note taking next meeting Kim
- Passed out information about adjunct hiring Bob
- We can talk over internet about shared issues Vince
- Look at the template Bob passed out and bring ideas for specific Goals Kim
- Back in March revealed to the committee 2 year information About the changes from Prop 209, responded Department of Finance has been rejected because of budget, also rejected Title V proposals, unsure about results of Title V changes are Costing money, EEO plan changes can be implemented seeing That Title V language will not be approved, others have looked To Diversity Plan. Advisory Committee will keep in place moving Forward, moving toward measures in draft to support diversity, may Call District Diversity Committee to look at procedures and make Sure we are in compliance of laws Ken
- How did cost increase, how do we know Vince

- What we propose they say will increase cost, we follow the law That was written prior to Prop 209 and Ward Connerly rule can't Target diversity. What can we do to still support diversity on Campus and the District? Unfortunately there is a lot of Confusion right now, will move toward Diversity Plan, with Adjustments, goals still Title V legal. Ken
- I saw a comment in minutes about why Black students gather Together, it goes into a question, I have an excellent article and will send it to the committee of why all Black Kids sit together for you all to read Ken
- Read insert about racial grouping and stress from the article. Other questions where do we recruit, mailing list passed out To committee of advocates for hire, posting sent out too. Last But not least District Innovation fund information shared with Committee, if we have ideas deadline January, 100,000 for District the entire year, and committee is made up of a shared Governance will screen proposals. Board wanted it this way Ken
- Does anyone have another report? Kim
- EOPS Club got executives to assist with Toy drive to support Toys and got with PTK to work together. PTK was giving gifts To Fire Department, but now will work with EOPS and Adopt An Angel this year. Boxes will be put over campus for donations Javier
- Can LAMDA assist with the project? Garrick
- The end Javier