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
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
•  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 does 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 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 than 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.

Ken

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
• 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
• Information should not just be in the classroom but in the quad
  Vince
• 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

Newsletter
• 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 30th, 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 30th 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 14th
  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
Adjusted, 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