

Diversity Committee
Meeting Minutes - APPROVED
Wednesday, September 7, 2011

Housekeeping

I. Note-taking Rotation

Note-taking responsibility will go according to member constituency list in the following order:

Management

Faculty

Classified

African-American Faculty & Staff Association

Asian & Pacific Islander Staff Association

Disabled Support Services

Gay & Lesbian Association of District Employees

Latino Faculty & Staff Association

For the first meeting, Lily E. Espinoza, representing Management, took the minutes. The minutes will be reviewed at the next meeting and once approved by the committee; the final minutes will be sent to Vince White to be posted online. If a member is absent when it is their assigned day to take minutes, then the next in line will take the minutes, and the absent member will take minutes at the subsequent meeting.

II. Agenda

Vince added Item 4. Fall Events under New Business.

Lily moved to approve the agenda. Paul seconded. All approved.

III. Minutes from previous meeting

Bob moved to approve the minutes. Jane seconded. All approved.

New Business

I. Goal-setting for the 2011-2012 academic year

Kim discussed the action plan and the need to revisit the idea given the comments from the college's accreditation report over the summer. She reminded the committee that our plan could include employee hiring and diversity.

Vince commented that the DC was involved with a conversation with the HR Diversity Officer, Ken Robinson regarding employee hiring and diversity. The district is responsible for listing job openings and advertising job listings.

Lily mentioned that while the DC does not purview over the process of advertising job listings and employee hiring, the committee can put its focus on the environment for diversity at the college to promote hiring and retention of people of color.

Bob mentioned that there has been on-going concern over the tenure process for faculty and the lack of support for faculty of color through that process.

Jane commented that job postings and locations of advertisements about open positions need to include constituency input, for example posting open positions in select journals and publications read by LGBT professionals in higher education.

Chris discussed the idea of Student Equity Committee and DC working with faculty and staff to continue conversations about building an inclusive community.

Kim recommended that all committee members develop three goals that the DC can work toward for the coming year.

ACTION: Each committee member needs to send three DC goals to Kim by Wednesday, Sept. 21, 2011, other than the goal of providing Diversity Sensitivity Training to the campus.

II. GLADE: District-wide efforts to address LGBT issues

Vince informed the committee that Cypress's president and Michelle Oh from the district are interested in inviting GLIDE (Gays and Lesbians Initiating Dialog for Equality) to campus in response to some homophobic incidents that occurred in the library. He also reminded the committee that GLIDE has come to Fullerton College several times in the past and last year one of the presenters was a Christian minister who is gay.

Joseph (AS student rep.) commented that he thought it was good to have a Christian minister's perspective to discuss gay and religious issues.

III. Accreditation Business

Toni DuBois presented the recommendations from the accreditation report related to the work of the committee namely the recommendation about how the college attracts diverse applicants and facilitates career advancement for underrepresented groups within the organization. She handed out two documents: the first document was the college recommendation with language on ways that the college can meet the standards set by accreditation commission and the second document was a chart of the recent activity, with timeline, responsible party, and progress of the college to meet the recommendations provided by the accreditation report.

Jane recalled her own hiring experience as a faculty member who came on in the spring semester. She mentioned that there was lack of support because there is more focus on the new hires in the fall and new hires in the spring do not receive the same support.

Vince asked for clarification if the college is evaluated on the effectiveness of the hiring of people of color or on the diversity of the pools of candidates.

Toni stated that the standards are geared at understanding the attempts and effort being made to hire diverse hires. She underscored that there is much the committee can do to address the environment for diversity at the college.

Jane offered a suggestion for the committee to work on creating a list of specific publications that the district can use to attract and target diverse hires.

Chris agreed that it would be a good way for the DC to work on that so the college is better prepared to attract diverse hires when positions become available in the future.

Vince commented that the district's recent directive that prohibits classified staff from teaching is taking away an opportunity for career advancement for many staff of color who are qualified to teach at the college.

Chris stated that the DC could communicate to the district with a formal statement that the district policy should change to allow for classified staff to teach for the goal of supporting career advancement.

Toni agreed that an opportunity for career advancement is lost by not allowing classified to teach within the district, which is unfortunate because the opportunity to teach is true career development more so than training programs.

Bob mentioned that there are about 10 classified staff of color in his area that lost teaching opportunities due to the decision of the district to prohibit classified staff from teaching adjunct hours.

Toni brought up the concern of what the college is doing to serve diverse students and the achievement gap in degree attainment and student success.

Conversation ensued about current efforts on campus and future efforts.

Chris mentioned the need to address personal bias on campus and pointed out that campus-wide surveys continue to show people believe in the status quo.

Conversation began about program review, curriculum, and diversity issues.

Josue mentioned that there needs to be incentives to encourage faculty to attend diversity events, such as the invited speakers that were on campus like Tim Wise and Jane Elliott.

Javier (A.S. Student rep.) stated that the campus needs to work on bias. He commented that retention of students is critical and for those students who want to come back and then making teaching a career.

Jane discussed the importance of the alumni association to post open positions on campus.

Toni asked everyone with information for the accreditation report to send it to her asap.

IV. Fall Events

Vince stated that all events are listed on the Campus Diversity Calendar. He handed out a copy of the calendar to the committee.

Old Business

No report.

Informational Items/Announcements

No report.

Member Reports

I. Management – No report.

II. Faculty – No report.

III. Classified – CSEA said they will work with the Adjunct Union regarding the right of classified to teach adjunct within the district, but it is not a CSEA issues, it is a faculty issue.

IV. Associated Students – Know Your Rights Workshop coming and 9/11 Commemoration on Monday and Constitution Day and Club Rush coming.

V. African American Faculty & Staff Association – No report.

VI. Asian & Pacific Islander Faculty & Staff Association – Awarded 1st API Award last May. This year the focus is on recruitment and growing membership. October 27 11:00 – 1:00pm Invitation to join API and spring roll cooking demonstration. November 3 Book discussion and dinner social. December end of semester social. API is also trying to plan something for April in recognition of API Heritage Month.

VII. Disabled Support Services – 1,600 Students, program has more than doubled in three years. Trying to work on getting high school students processed and alerted early to apply to the program. Student Club Ability is growing – Lynette Pratt is the advisor.

VIII. Gay and Lesbian Association of District Employees – No report.

IX. Latino Faculty & Staff Association – Opening membership and recruiting new members. Since the group is district-wide it is hard to coordinate meeting times. Members in the group serve as advisors to LLN, Mecha. Bienvenidos is coming next week.

Meeting adjourned 4:30pm. Next meeting is October 5, 2011 at 3:00pm.