

**Diversity Committee Minutes**  
**Meeting Minutes**  
**Wednesday, October 5, 2011**

**Present:**

**Members:** Chair: Kim Orlijan (Faculty) **Management:** Olivia Veloz, Lily Espinoza **Faculty:** Vacant **Classified:** Josue Abarca **Associated Students:** Javier Gamez **African-American Faculty and Staff Association:** Andre Strong **Gay and Lesbian Association of District Employees:** Vince White **Latino Faculty & Staff Association:** Bob Miranda **Asian/Pacific Islander Faculty & Staff Association:** Jane Ishibashi **Resource:** Chris lamm

**Absent:**

**Classified:** Lourdes Oropeza **Disability Support Services:** Paul McKinley **Resource:** Kenneth Robinson

**Housekeeping:**

1. Vince added to the agenda LGBT concerns and issues that needed to be addressed and then it was approved unanimously.
2. Minutes approved. Moved by Bob Miranda and seconded by Javier Gamez.

**Old Business:**

Chair Kim Orlijan started by going over proposed goals for diversity committee. (See Hand Out) Olivia Veloz stated goals need to reflect or be aligned with EEO District Committee goals. Lily expressed that even though we trust our district, we don't know to what extent they will be using our feedback. Lily suggested requesting a report from district on how we publicize for job openings.

Chris Lamm recommended exchanging information with district about what needs to be happening and what resources we have. Olivia agreed and will bring back information from the next EEO committee meeting. Chris also suggested getting a list from the district about the places the district advertises.

Lily brought up a concern that we may not have the vehicle to voice our meetings discussions and concerns. Kim brought up the recommendation made by VP Tony Du Bois. Tony requested us to work on diversity goals for the district to consider. Kim also suggested for us to request for a list of resources used by the district for hiring targeting diversity. Chris Lam added that we once we have those goals, we can come with an action plan. She recommended the committee to ask the district for the package plan given to prospect job applicants for evaluation.

Lily brought up that a mentorship program could be beneficial in promoting diversity. She reminded the committee that Adela Lopez and Chris Lamm already have mentees and that the program seems to be very successful. Moreover, she wanted the committee to find out if funding was available for these kinds of programs. (Graduate interns).

Kim agreed with Lily that a faculty/graduate student program could be beneficial to promote diversity. Lily also suggested identifying and monitoring the mentor program already in existence and making it a possible goal for the committee. Olivia brought up the decision made by the district to prevent classified staff from becoming faculty at our own district. She also pointed out that classified staff at our district is highly diverse and could be a great pool of applicants.

Andre strong suggested working with office of special programs to promote a program such as the faculty/graduate student intern.

Bob Miranda pointed out that Cadena Center used to have workshops on all majors about what we can do to get to the professional level. He mentioned that these workshops give students a chance to hear from professionals about life experiences. He stated that we could bring back those workshops. Chris Lamm confirmed that those workshops were well received on campus. Following up on those comments, Vince brought up the idea that perhaps we can bring back the College Hour to introduce multiple levels of topics. The college hour was last held sometime in the 80's according to Chris Lamm. Javier Gamez brought up the subject of how having plenty of food during these events may have a positive impact on the outcomes.

Vince mentioned that if a college hour was established and no classes were taking place at that hour, the sound decibel issue would not apply anymore.

Javier agreed by reminding us of some complains made by some faculty at a recent past event.

Bob Miranda stated that the Deans are looking at the possibility of fitting the college hour somewhere, but he is not sure how the faculty would look at it. He also brought up the possibility to use this hour as a fundraiser by the Associate Student Government.

Jane reminded us to take into account the various campus clubs such as MEChA.

Javier informed the committee that he was working in promoting unity among the clubs since there seem to be isolation in the structure.

Lily reminded the committee about the coming event of Festival of diversity sponsored by Cadena Center and welcomed ideas or suggestions.

Chris Lam recommended the website [teachingtolerance.org](http://teachingtolerance.org) or mix it up to get students to come together regardless of their ethnicity.

Moving on Vincent was deeply concerned about three incidents of harassment of the LGBT students who believed the perpetrators to be athletes. Vince had himself brought a student to Bob Miranda who handles student discipline cases. As a result, after reporting it to the committee, everyone in the committee agreed that it would be a good idea to invite Sue Beers, Dean of PE to come to the committee to hear our concerns. In addition Vince discussed the possibility to ask the district to include diversity training as a mandate as an addition to the already existing mandate of sexual harassment training. Kim Orlijan agreed. Vince also asked about the possibility to create a diversity training certificate, perhaps led by the ethnic studies department.

In response to the accreditation recommendation to diversify staffing, Vince highlighted that of all staff groups, classified are the most diverse and that many of us have our graduate degrees

and have worked as adjunct. However, the district's recent decision to no longer allow classified to work as adjunct faculty closes those opportunities for professional growth for its diverse classified staff.

Lily proposed to create a planning document as a base for the committee. Something to leave to the future member of the diversity committee. She would like to set some goals and timelines. Chris mentioned that the committee is providing the framework for diversity training. Vince goes back to the component of promoting diversity awareness.

### **No new business:**

### **Announcements:**

Vince: If rain permits, we will have "sidewalk art" tomorrow. Event was projected to take place on October 6<sup>th</sup> at 8am to 2pm.

LGBT will host an event on Monday October, 10 from 3pm to 4:30 pm. LGBT Student Forum, Monday, October 10 3pm to 4:30 pm at the college conference room 226/8

Vince also brought up the announcement of the event La Placita Olvera, an event celebrated in honor of the Hispanic /Latino heritage.

Lily announced that Oct. the 11<sup>th</sup> was the week of "coming out" for students at Fullerton College.

Vince confirm it and added that October the 11 is a national day for coming out. He informed the committee that still many students felt they were being victims of harassment and aggravations.

Meeting adjourned at 4:30 pm.