



March 6, 2013  
3:00-4:30 p.m.  
College Center  
Conference Room 227

# Diversity Committee

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## ROLL CALL

### PRESENT:

**Faculty:** Kim Orlijan (Committee Chair), Karen Markley; **Management:** Cecilia Arriaza; Olivia Veloz;  
**Classified:** Lourdes Oropeza, Deb Perkins; **Associated Students:** Holly Victor; **Gay & Lesbian  
Association of District Employees:** Vince White; **Latino Faculty & Staff Association:** Bob Miranda;

**Resource members present:** Wendy Bailey (Staff Development)

**ABSENT: Management:** Olivia Veloz; **Inter Club Council:** Leo Garcia; **Faculty:** Karen Markley; **African  
American Faculty & Staff Association:** Andre Strong; **Asian & Pacific Islander Faculty & Staff:** No  
representative; **Disabled Student Services/Veteran's Resource Center:** Paul McKinley

**GUESTS:** no guests

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*At 3:10 PM – Quorum achieved; meeting began.*

*Note taker: Deb Perkins*

### HOUSEKEEPING

- 1) Agenda approval
  - a) No other changes. Agenda approved.
- 2) Minutes approval
  - a) Feb. 6 minutes approved with correction of a typo on page 2

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### OLD BUSINESS

- 1) Discussion of Action Plan Kim
  - a) Kim took notes on the discussion from the February 6 meeting and made revisions to the summary notes
    - i) Vince recommended that the goal for this year is to finish developing the action plan. The committee can begin to implement the components of the plan next year.
  - b) Discussion about Goal 1; Objective 1
    - i) The committee questioned if the members would be responsible for action 1 (working with staff development and DSS to develop workshops about all-inclusive curriculum) or if the committee should focus on action 2 (helping to develop a campus-wide committee to address UDL concerns).
      - (1) Vince asked if we would be able to access information about best practices for UDL from DSS.
      - (2) Wendy said there is a manual from DSS on the Staff Development website and Terry Gleason is in the process of developing a workshop to address this issue as well.
    - ii) The committee decided to eliminate action 1 but keep action 2
      - (1) Bob said that a few years ago, Paul was able to run a program to check websites for universal design/accessibility but the DSS office didn't currently have enough staffing support to make the changes.
      - (2) Vince asked if Faculty Senate had a sub-committee related to UDL.
      - (3) Kim recommended waiting to ask Paul more about this.

- (4) The wording for action 2 was updated to say: Make a recommendation to support the creation of a campus-wide committee to address UDL concerns.
- c) Discussion about Goal 1 , Objective 2
    - i) There is currently a pull-down menu on the Diversity Committee website that has district and board policies that deal with diversity.
      - (1) Vince recommended advertising this menu to faculty and staff as an informational resource to be used.
    - ii) Action 1 was changed to: Make recommendations to Staff Development to develop workshops that help campus community learn about (for example) AB540 resources and changes to laws, etc.
    - iii) Action 2 was added to say: Revise and maintain a Diversity Committee website which will serve as a resource for faculty and staff.
  - d) Discussion about Goal 1, Objective 3
    - i) The wording for objective 3 was changed to: Report to PAC information about forums, events, and dialogues related to promoting and protecting the interests and concerns of minority and underrepresented person and those designated as a protected class by the California Education Code.
    - ii) Action 1 was changed to: Monitor and gather information related to forums, events, and dialogues that involve students identified in goal 1.
  - e) Discussion about Goal 1, Objective 4
    - i) The wording for objective 4 was changed to: Report to PAC on any legal or policy changes that may negatively impact underrepresented or at-risk students.
    - ii) The wording for action 1 was changed to: Working with the Office of Institutional Research and Admissions and Records, the Diversity Committee will request a report on students who no longer qualify for priority registration because of state and federal policy changes.
    - iii) Action 2 was eliminated.
  - f) Discussion about Goal 2, Objective 1
    - i) The wording for Objective 1 was changed to: Make appropriate recommendations to PAC about status of and results from campus climate surveys.
    - ii) The action steps will focus on making a recommendation to PAC, monitoring the process of administration, and reviewing the results of the campus climate survey.
  - g) Discussion about Goal 2, Objective 2
    - i) Vince asked how this goal differed from Goal 1, Objective 3
    - ii) The committee decided that this objective overlapped with other objectives and it could be eliminated.
  - h) Discussion about Goal 3, Objective 1
    - i) The committee felt that this objective was fine as written
  - i) Discussion about Goal 3, Objective 2
    - i) Vince mentioned that he took the calendar of diversity events from the Diversity Committee website and moved it to the Cultural Center website.
    - ii) The action for objective 2 changed to: Collaborate with the Cadena Cultural Center to promote an awareness of campus cultural and diversity event
  - j) Discussion about Goal 3, Objective 3
    - i) Objective 3 was added in order to include the Diversity Committee Action Plan.
    - ii) The committee decided that the newsletter will be used as a means to communicate diversity-related information.
  - k) Discussion about Goal 3, Objective 4
    - i) Objective 4 was added in order to address the Diversity Committee's role in reporting and making recommendations related to issues or incidents that have an adverse effect on the campus.
    - ii) The committee decided that the Diversity Committee should consult with campus administrators and appropriate campus committees or the community to gather information about issues on campus.
- 2) Deb will type up the revisions to the Summary Notes and send them out to the Committee for feedback.
- a) The committee will review the notes before the next meeting and make any changes to the wording.
  - b) The committee will vote on the Action Plan at the next meeting.

**NEW BUSINESS**

- 1) Discussion of next steps/plans for the year
  - a) This was tabled due to time

Kim

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**INFORMATIONAL ITEMS/ANNOUNCEMENTS**

- i) There were no announcements.
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**MEMBER REPORTS**

1. Management
    - a. No reports
  2. Faculty
    - a. No reports
  3. Classified
    - a. No reports
  4. Associated Students
    - a. No reports
  5. African-American Faculty & Staff Association
    - a. No reports
  6. Disabled Student Services
    - a. No reports
  7. Gay & Lesbian Association of District Employees
    - a. No reports
  8. Latino Faculty & Staff Association
    - a. No reports
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Next meeting: April 3, Room 227