



April 2, 2014  
3:00-4:30 p.m.  
College Center  
Conference Room 227

# Diversity Committee

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## ROLL CALL

### PRESENT:

**Classified:** Lourdes Oropeza, Deb Perkins; **Faculty:** Kim Orlijan; Carl Stanaway; **Management:** Cecilia Arriaza (committee chair); **Gay & Lesbian Association of District Employees:** Vince White; **Asian & Pacific Islander Faculty & Staff:** Larry Hashima; **Disabled Student Services:** Paul McKinley; **Black Faculty & Staff Association:** Andre Strong; **Latino Faculty & Staff Association:** Bob Miranda;

**Resource members present:** none

**ABSENT: Management:** David Grossman, Pilar Ellis; **Associated Students:** Wayne Bergman; **Inter Club Council:** Joshua

### GUESTS:

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

*Note taker: Deb Perkins*

### HOUSEKEEPING

- 1) Note-taking
  - a) Deb will take minutes for the remaining meetings
- 2) Agenda approval
  - a) Approved without additions or changes
- 3) Minutes approval
  - a) Updates were made to correct the roll call and next meeting date
  - b) Minutes were approved with changes

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### OLD BUSINESS

- 1) Revision to Action Plan wording of Objective 1 Cecilia
  - a) Cecilia had sent an email to the committee members with a proposed wording change to Objective one in the Action Plan. She verified that the change in language was acceptable to the committee.
- 2) Follow-up to Lambda student presentation
  - a) Cecilia said that Sam Foster, Faculty Senate President, sent her a campus climate survey to specifically assess the climate for LGBTQ students
  - b) Cecilia and Vince mentioned that they will be giving a Staff Development workshop on April 11
    - i) Larry asked for clarification of what would be presented at that workshop
    - ii) Cecilia said that Dani Wilson, Basic Skills Coordinator, approached her and Vince to request that they present for the TLC (Basic Skills Staff Development program)
      - (1) The workshop will address many of the issues the Lambda students discussed at the last Diversity Committee meeting. However, the question was asked about how to bring these issues to the faculty and staff who do not participate in Staff Development workshops.
        - (a) It was recommended to start by presenting the information to those that are interested and then ask them to disseminate the information.
        - (b) Vince said that he anticipated that the workshop attendees will already be sympathetic to the issues. He also mentioned that the workshop would cover information gathered from the LGBT forum.

- (c) Lourdes asked if the workshop could be put online because she and perhaps other classified staff were interested in attending but couldn't get away from their offices. Vince said that in order for the workshop to be put online it would have to be ADA complaint which can be a more involved process. Cecilia also mentioned that the workshop is going to be interactive so that component would be missing from a recorded workshop. They would like to give this first workshop and see how it is received and then plan to give additional workshops.
- (d) The students from Lambda asked if the workshop would be a springboard from the LGBT forum. Vince said that during the forums he took notes and summarized students' concerns. The primary theme he heard from students over the years was the issue of safety.
- (e) The students from Lambda also shared some concerns that they weren't aware of the workshop until recently and that they would have liked to participate in the development and presentation of the workshop. They also asked if they could promote the workshop to certain faculty that they felt would benefit from attending.
  - (i) Cecilia let the students know how the workshop (and other staff development events) are promoted on campus through the Staff Development Office and the Office of Basic Skills.
  - (ii) Carl said that he felt that faculty in his department would probably be more receptive to attending based on the suggestion of a fellow faculty member even though they would listen to the suggestion from students.
  - (iii) Even though they expressed some concerns, the Lambda students said that they appreciated all the effort Vince and Cecilia were making to develop the current workshop.
- iii) Kim asked about how to establish an Ally Club for faculty and staff and who would develop the training
  - (1) Bob said that the New Faculty Workshop would be a good time to do training and Paul said that the workshop on April 11 was originally scheduled to be presented as part of the New Faculty Training but because the date changed, it was not part of the scheduled training for this semester. It will be part of the Adjunct Training Academy in the future.
  - (2) Cecilia asked for the Diversity Committee's help to promote the April 11 workshop and Bob said he would ask Vice President Jones to promote the workshop during the Dean's meeting next week
- c) Discussion returned to the campus climate survey that Cecilia had been given. It is a LGBT-Friendly Campus Climate Index.
  - i) Currently only two community colleges in California have completed the survey because it was originally written to be used at four-year institutions.
  - ii) The survey completion deadline is April 30. A team would need to be developed to evaluate the campus and answer the 50 questions. The Diversity Committee could make a recommendation to PAC that the campus should participate in this survey.
  - iii) After discussion about how the survey would be completed and how the feedback would be used, the committee decided that it would be better to wait for another semester or for a survey that specifically addresses the needs of community colleges. However, some of the questions might be questions we could ask the Director of Campus Safety.
  - iv) Bob suggested that the Diversity Committee could ask Campus Safety to set aside incidents that deal with race and discrimination since the current incident report is just related to violations identified by board policies.
  - v) Paul suggested that we look to see if other schools report on this and if there is a rubric that we can use. Cecilia said this something we could present to PAC in the fall.
  - vi) Carl asked how students report issues in class. Students can fill out a complaint form with the Dean and then those forms are filed with Bob or Toni DuBois.
    - (1) It was mentioned that we need to get a baseline to see how many incidents are currently occurring so we can make recommendations for changes. However students might be reluctant to report their instructors. In order to start tracking this information better, there might be training needed so those reporting the information can understand what the motive is.
      - (a) Paul said this would be big undertaking and it should be something we consider putting in our action plan, which we can do when we update and revise it.

- (b) The Diversity Committee should also consider talking to the Student Equity Committee to see what information they have gathered.
- d) Discussion returned to the Ally/Safe Zone training. Vince said the Safe Zone title is not patented so the training could be modified based on the needs of our campus. GLADE is interested in supporting this training but it is too late for this year to implement the training.
  - i) The committee feels that it is important for the district to support this training and Paul said he would take the issue to the District Staff Development meeting. The Lambda students offered to type a proposal that he could take the district meeting next week.
- e) Another concern the Lambda students mentioned at the last meeting was the lack of unisex restrooms on campus. It was suggested that the unisex restrooms could be identified on the campus map which is distributed by the PIO office. It was also suggested that the committee could invite the new Facilities Director so we could discuss the issue further with him.
  - i) Cecilia will invite the Facilities Director and contact the PIO office.

### **NEW BUSINESS**

- 1) Questions for Campus Safety
  - a) Several questions for campus safety were mentioned in discussion throughout the meeting.

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### **INFORMATIONAL ITEMS/ANNOUNCEMENTS**

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#### **ANNOUNCEMENTS**

- 1) Food bank lunch will be held on April 3 in the cafeteria
- 2) Transfer Awareness week will be held the week of April 6-11 which will include a workshop on Financial Aid for transfer students
- 3) Worldfest will be held on Thursday, May 1

#### **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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#### **REMINDERS**

Be ready to discuss questions for Campus Safety Director Steve Shelby when he comes to the committee meeting in May.

Next meeting: Wednesday, May 7 in room 227