



May 7, 2014
3:00-4:30 p.m.
College Center
Conference Room 227

Diversity Committee

ROLL CALL

PRESENT:

Classified: Lourdes Oropeza, Deb Perkins; **Faculty:** Kim Orlijan; Carl Stanaway; **Management:** Cecilia Arriaza (committee chair), Pilar Ellis; **Gay & Lesbian Association of District Employees:** Vince White; **Asian & Pacific Islander Faculty & Staff:** Larry Hashima; **Latino Faculty & Staff Association:** Bob Miranda

Resource members present: Director, Equity & Diversity: Ken Robinson

ABSENT: Management: David Grossman; **Associated Students:** Wayne Bergman; **Inter Club Council:** Joshua Kleinbergs; **Disabled Student Services:** Paul McKinley; **Black Faculty & Staff Association:** Andre Strong;

GUESTS: Larry Lara, Facilities Manager; Irma Bonilla, Campus Safety

At 3:07 PM – Quorum achieved; meeting began.

Note taker: Deb Perkins

HOUSEKEEPING

- 1) Agenda approval
 - a) Approved without additions or changes
- 2) Minutes approval
 - a) Updates were made to correct the spelling of Steve Selby's name
 - b) Minutes were approved with changes

OLD BUSINESS

- 1) Questions for Facilities Larry Lara
 - a) The committee asked Larry about increasing the number of unisex restrooms and having the unisex restrooms marked on the campus map
 - i) Larry said that code requires a designated number of restrooms based on the number of men and women on campus. He hasn't looked at the restrooms personally but he would take a look at them and talk to others on campus
 - ii) Bob said this has been an on-going issue and asked what the plan is for the future as we look ahead at upcoming construction and stated we would like this to be taken into consideration with planning
 - iii) Vince asked if there were any other restrooms that could be used. The campus safety representative, Irma, said there had been a unisex restroom on the second floor of the 700 building but it is no longer there after the renovation.
 - iv) Larry said that if a restroom is not currently an individual restroom, it is harder to convert. Irma also said that individual restrooms are harder to monitor for safety or criminal issues.
 - v) Ken said he requested legal advice for what the campus needs to provide and guidelines on who can use which restroom but did not have an answer yet.
- 2) Questions for Campus Safety Irma Bonilla
 - a) The committee asked about how campus safety monitors discrimination

- i) Irma said the Clery Act can be accessed through the Campus Safety website. She said that crime needs to be reported to Campus Safety and reminded the students and committee that crime can be reported anonymously.
 - (1) Cecilia asked what is the threshold for something to be recorded as a hate crime. Vince asked if hate crime is actually listed on the Clery Report.
 - (2) Irma said hate crimes would be identified on an internal report but not on the Clery Report.
 - (3) Kim asked if there was any way to find out how many instances of hate crime had been reported. Irma said that information would have to be tracked by hand but they are currently updating their software so in the future it could be tracked more easily. Cecilia emphasized that the committee is interested in that information and would like a system to be put into place to help track that information.
- b) Cecilia asked about what type of sensitivity training is required for campus safety officers.
 - i) Irma stated that every year the staff is required to attend sexual harassment and discrimination training.
 - (1) Ken mentioned that training is more focused on sexual harassment than unlawful discrimination; however, diversity training could be offered. He mentioned he had a contact from the Long Beach Police Department who might be available to provide training if money was available from staff development
 - (a) Vince mentioned he had seen this speaker and felt that it would be a good training. Bob said there is money available so he will contact the VP of Student Services to get her support and Ken will follow up with his contact.
 - (2) Larry H. brought up the issue that some students might not feel comfortable reporting crime to campus safety officers.
 - (3) Irma encouraged students to talk to Steve Selby or other campus safety officers that they do feel comfortable with. They could also report a crime to the Fullerton Police Department. The Fullerton PD cross reports with the Clery Act.
 - ii) Kim asked the students if they felt that the response from campus safety was satisfactory. The students stated they wanted to make sure the sensitivity training is completed.

New Business

- 1) Cecilia and Vince gave an update on the staff development workshop they presented
 - a) Approximately 30 people attended the training including a mix of full-time and adjunct faculty and staff
 - b) Cecilia and Vince gave a summary of the information covered in the workshop and said the evaluations were positive. The evaluations stated that the participants would have enjoyed a longer workshop but Vince and Cecilia mentioned this was a pilot so they will take these recommendations for future workshops. Carl asked when the workshop would be held again but they were not sure.
 - c) Ken mentioned that based on the previous meetings, it was clear that there were concerns and interest from the students and staff in hosting a Safe Zone speaker. He mentioned that Dr. Roni Sanlo might be a good resource.
 - i) Ken reported that he had spoken to Dr. Sanlo and she said would be willing to provide a full-day training. It would include a half-day safe zone training and 1-2 hours on vocabulary. The cost would be \$2000 but Ken said his office could cover this cost. Ken already spoke to the Chancellor and was told to move forward with this.
 - ii) Ken mentioned some dates during June and July and suggested that the training occur in three phases: training, implementation, and review and assessment. He would like to pilot this training/program at Fullerton College and then move it to the district in 2015-2016.
 - iii) Dr. Sanlo asked to meet with the committee to find out what has previously been done and to discuss the current concerns.
 - iv) Kim shared some concern with the dates discussed since most faculty would not be available during the summer. Vince asked for clarification if this would be a safe zone training or a sensitively training.
 - (1) There was additional discussion about the differences between safe zone training, training allies, and providing sensitivity training. Kim said she thought the safe zone training would be more practical.
 - (2) The students agreed that safe zone training seemed like it would be beneficial but asked to be included in future training. They stated they would like training about creating a safe campus to mandatory.
 - (3) Larry H. emphasized that the ally and safe zone training don't have to be mutually exclusive trainings. Ken recommended that the committee go through the first round of safe zone

training because there are some legal implications for those that participate because they are required to report certain information.

- 2) Membership
 - a) Several committee members will not be returning. Bob is retiring so Lourdes might be the Latino Faculty and Staff representative. Deb's term is ending so Cecilia will contact CSEA. The faculty members are planning to continue.
 - b) In planning for next year, Larry will meet with Cecilia to talk about the plan from this year to prepare for the PAC presentation. Cecilia will send out the action plan so the committee can think about changes for next year.

INFORMATIONAL ITEMS/ANNOUNCEMENTS

ANNOUNCEMENTS

- 1) The 1st Immigrant Student Forum will be held on Wednesday, May 14 from 3-4:30 in the College Center. This forum was requested by the FC Dream Team and will include a small group discussion. The former AS President is coming back to speak at the event.
- 2) The Cadena Center will be offering discussions and events related to a book encouraging religious tolerance. The book is Leon Leyson's book and will include a trip to the Museum of Tolerance.
- 3) Bob shared that there is an interfaith worship room that will be open Monday through Friday from 8-6 but individuals need to sign up in advance. Anyone interested in more information can contact Darlene Jensen.
- 4) Kim shared that the Fullerton Reads book is Unbroken and the Fullerton College One Book is The Pact.
- 5) Ken shared that the District EEO Advisory Committee met and is currently working on the second draft of the mission, vision, and goals. They will make the final revisions after reviewing the survey and then disseminate to the campuses.
- 6) Ken would like to create a distinguished lecturer series but needs recommendations and feedback, specifically Hispanic or Latino speakers.
- 7) Ken said there is money in the Governor's budget allocated for student equity so keep an eye out for that.
- 8) Vince mentioned that GLADE will be hosting a reading group on the book Transgender 101.

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

REMINDERS

Next meeting: Wednesday, Sept. 3 in room 227