



November 5, 2014
3:00-4:30 p.m.
College Center
Conference Room 227

Diversity Committee

ROLL CALL

PRESENT:

Associated Students: Inter-Club Council: Ellie Neel; **Classified:** Lourdes Oropeza, Deb Perkins; **Faculty:** Carl Stanaway; **Management:** Cecilia Arriaza (committee chair), Jennifer LaBounty; **Gay & Lesbian Association of District Employees:** Vince White; **Asian & Pacific Islander Faculty & Staff:** Larry Hashima; **Black Faculty & Staff Association:** Andre Strong;

Resource members present: Director, Equity & Diversity: Ken Robinson; **FC Staff Development:** Jeannette Sorensen; **Office of Institutional Research and Planning:** Carlos Ayon

ABSENT: Faculty: Kim Orlijan **Management:** David Grossman; **Disabled Student Services:** Paul McKinley; **Latino Faculty & Staff Association:** Dolores Cornejo;

GUESTS:

At 3:05 PM – Quorum achieved; meeting began.

Note taker: Deb Perkins

HOUSEKEEPING

- 1) Agenda approval
 - a) Additional item added to New Business: Cultural Intelligence Workshop
- 2) Minutes approval
 - a) Discussion about the minutes to fill in missing information, provide clarification of information discussed at last meeting
 - b) Ellie will update minutes and the committee will approve via email before next meeting

OLD BUSINESS

- 1) Update on Safe Zone speaker/Training Ken/Cecilia
 - a) Ken, Vince, and Cecilia met to discuss what has been done and how to move forward based on previous committee discussion on desire for Safe Zone training
 - b) Ken has taken class from Ronni Sanlo, Ed.D. He passed out a flyer with information about her and discussed the services she provides.
 - i) He proposed having a forum hosted by Ronnie rather than a Safe Zone training due to the added responsibility required of individuals who have attended Safe Zone. Ken feels that the educational forum will be well received by our campus. He will follow up with the students from LAMBDA to make sure this would meet their expectations.
 - ii) Vince said that at the students' forum they were asked what they wanted from the presentation from Ronnie and he received a memo today with that information but has not had a chance to review their feedback.
 - iii) Ellie said that the feedback she has heard from students in the past is that they feel that some of the issues weren't being heard. However, some of those students have moved on and the current students feel that their issues are being addressed.
 - c) The discussion moved back to questing the objective of the training and why we were not doing a Safe Zone training. Ken reiterated that during his discussion with Vince and Cecilia they felt it was better to start with an educational forum.

- d) Ken offered another option for a speaker from the OC Human Relations. Whatever option the committee decides, the forum will be offered district-wide. He suggested that the speaker could provide initial information and raise awareness and then we could follow up with participants to recruit for Safe Zone training.
 - i) Cecilia asked if the committee approved holding an initial information forum. There was agreement to move forward with the forum.
 - ii) Discussion then began about what is required in training for faculty and staff, especially new hires.
 - (1) Ken will be working with the District Director of HR to ensure compliance with new Title IX mandatory training which will be included in new student and faculty/staff orientations. Ken estimated this would take effect for spring 2016.
 - (2) The Staff Development Committee will also need to be involved and there will need to be continued discussion and feedback from the Diversity Committee to make sure the concerns of the committee and students are being addressed.
 - (3) Right now there are certain requirements that need to be fulfilled for Title IX but Ken will continue to take recommendations from the committee for additional trainings.
- e) The committee is asked to bring suggestions for Ken to the next meeting for a diversity training or speaker. Cecilia recommended bell hooks but asked committee members to seek feedback from their constituent groups.

NEW BUSINESS

- 1) Campus Climate Survey Carlos
 - a) The Office of Institutional Research and Planning will be developing a new Campus Climate Survey. The previous survey was more of a satisfaction survey so Carlos wanted feedback from committee on the types of questions to ask.
 - i) Vince has a copy of previous surveys. He was concerned that the results from the previous survey were not disaggregated.
 - b) The purpose of the survey will be to check the “health” of the climate, find out if any groups are being excluded, and allow for more communication.
 - c) Carlos will work with the administration to figure out the logistics of administering the survey but it will most likely be an online survey for faculty and staff and printed survey given out to a random sample of students.
 - i) Ken asked if there could be focus groups for student feedback to ensure we hear from underrepresented student populations but Carlos said the Office of Institutional Research and Planning is not staffed to do focus groups at this time.
 - d) Carlos will plan to attend the next Diversity Committee meeting in December. Prior to that meeting, he will send a bank of questions for the committee members to review and provide feedback on the types of questions they think is important to collect.
- 2) Cultural intelligence workshop
 - a) Cecilia shared information and a flyer given to her by Jeanne Costello and the Staff Development Committee about a plan for activities related to cultural intelligence
 - i) The activities would include a self-assessment, workshops, and a speaker

INFORMATIONAL ITEMS/ANNOUNCEMENTS

ANNOUNCEMENTS

- 1) Ken reported that the District EEO Advising Committee meets on the 3rd Wednesday of the month on the 9th floor of the Anaheim Campus from 2-4 pm. He needs a student representative and a classified representative to attend the meetings.
- 2) Vince asked for the committee to look at the website and give feedback.

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

Review the survey questions sent by Carlos and send feedback prior to the next meeting.

Next meeting: Wednesday, Dec. 3 in room 227