



March 4, 2015
3:00-4:30 p.m.
College Center
Conference Room 227

Diversity Committee

ROLL CALL

PRESENT:

Associated Students: Inter-Club Council: Ellie Neel; **Classified:** Deb Perkins; **Faculty:** Kim Orlijan; **Management:** Cecilia Arriaza (committee chair), Jennifer LaBounty; **African-American Faculty & Staff Association:** Andre Strong; **Asian & Pacific Islander Faculty & Staff:** Annie Liu; **Gay & Lesbian Association of District Employees:** Vince White;

Resource members present: Director, Equity and Diversity; NOCCCD ex officio: Ken Robinson; **Office of Institutional Research and Planning:** Carlos Ayon

ABSENT: Classified: Lourdes Oropeza **Faculty:** Carl Stanaway; **Disabled Student Services:** Paul McKinley; **Latino Faculty & Staff Association:** Dolores Cornejo;

Note taker: Deb Perkins

HOUSEKEEPING

- 1) Agenda approval
- 2) Minutes approval
 - a) The February minutes were revised and approved

OLD BUSINESS

- 1) Update on guest lecturers Cecilia
 - a) The committee had previously recommended Ronni Sanlo and bell hooks.
 - b) Cecilia asked Ken Robinson for an update on contacting and securing these speakers
 - i) Ken said that Ronni is still interested in attending and presenting. He suggested the possibility of having her come in October during Coming Out week.
 - (1) When Ken initially contacted Ronni last April, they discussed having her conduct a full-day training (1/2 day safe zone strategic planning and 1/2 day on terminology) with a fee of \$2000.
 - (2) Ken booked Ronni for a training on September 18 but would follow up to see if she was available during coming out week (October 9) instead.
 - ii) Ellie asked about bringing a presentation or workshop to a faculty/staff orientation
 - (1) Vince stated that Vince and Cecilia have been giving a presentation during the adjunct academy and new faculty training that will continue to be given.
 - iii) Ken said he had not contacted bell hooks but he will follow up regarding her cost and availability.
 - c) Kim recommended Claudia Rankine, a poet and author of the book *Citizen*, a National Book Award finalist.
- 2) Update on Cultural Intelligence Training Cecilia
 - a) Cecilia participated in a conference call with staff development regarding this three part series that is being considered for Fullerton College
 - b) Ken stated this was being supported by the District Staff Development committee and would take place in the fall

NEW BUSINESS

- 1) Campus Climate Surveys Carlos
 - a) Carlos brought a draft of the surveys for faculty/staff and students

- i) The faculty/staff survey is ready to be implemented; the office of institutional research and planning is finalizing logistics
 - ii) The student survey is almost ready to be given out to a sample group to test for reliability and validity
- 2) District Consultant Proposals Ken
 - a) Ken explained that the reason there is a proposal for outside consultation is to look at the surveys from a larger scale perspective and to look at the whole district
 - i) At the time the outside consultants were contacted, he did not realize that Fullerton College was moving forward with developing their own surveys
 - ii) The advantages of having district consultation is that the same questions will be asked across the district but conducting an internal survey allows for questions to be asked related to the campus's mission and goals.
 - iii) Carlos said a concern he has with hiring an outside consultant is that if they are not able to fulfill their obligation, we would be left with no survey data.
 - iv) The Diversity Committee members want to make sure to still have an opportunity to provide input if the consultation services are used.
 - v) Ken gave further details about the consultant proposals. The consultants would help identify ways we can improve and implement changes to retain diverse staff. They would also help gather data on information that needs to be reported to the State Chancellor's Office.
 - (1) In talking further, Ken stated that the consultants would have more a focus on hiring procedures and processes so the information they will be gathering is not directly related to the work of the Fullerton College Diversity Committee. However, Ken wants campus committees to be aware that the consultants are being contacted.
 - b) Ken summarized that there would be two proposals, one to develop a district climate survey and one to facilitate the EEO action plan
- 3) OC Civil Rights History Exhibit
 - a) Cecilia will get more information about this exhibit to see if we could bring it to our campus
- 4) 2015-2017 committee members and chair nominations
 - a) At the next meeting, we will discuss which committee members are planning to return in order to let Faculty Senate know if new members need to be recruited.
 - b) Cecilia will be ending her term as chair so she asked for someone to step forward to take that role. Ellie asked if a student could be the chair of the committee but no one knew.

INFORMATIONAL ITEMS/ANNOUNCEMENTS

ANNOUNCEMENTS

- 1) The deadline to apply to participate in Worldfest is April 9, 2015 at 5 pm
- 2) The Women's Forum will be held on Monday, March 9

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, April 8 in room 822