



# Diversity Committee

October 1, 2014  
3:00-4:30 p.m.  
College Center  
Conference Room 227

---

## ROLL CALL

### PRESENT:

**Associated Students:** Ellie Neel, **Inter-Club Council:** Imelda Rodriguez; **Classified:** Lourdes Oropeza, Deb Perkins;  
**Faculty:** Kimberly Orlijan, Carl Stanaway; **Management:** Cecilia Arriaza (committee chair), Pilar Ellis, Jennifer LaBounty;

**Asian & Pacific Islander Faculty & Staff:** Larry Hashima; **Black Faculty & Staff Association:** Andre Strong; **Disability Support & Veteran Services:** Paul McKinley; **Gay & Lesbian Association of District Employees:** Vince White; **Latino Faculty & Staff Association:** Dolores Cornejo;

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

**ABSENT:** Chair, Student Equity (resource member)

**GUESTS:** Carlos Ayon (Director, Office of Institutional Research); Irma Bonilla (Campus Safety); Jose Solana (AS President); Sean Douglas (AS VP); Stephen Tith, Student Trustee

---

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

Note taker: Ellie Neel (Associated Students) – Revised by Vince White, Cadena Coordinator

## HOUSEKEEPING

- 1) **Agenda approval**
  - a) Agenda approved – no revisions
- 2) **Minutes approval**
  - a) Minutes for May 2014 Diversity Committee meeting approved – no revisions

---

## OLD BUSINESS

- 1) **2013-2014 Diversity Committee Newsletter & PAC Report**
  - a) **Cecilia** announced that Vince is currently finalizing the 13-14 DC Newsletter and noted that the newsletter will include highlights of 2013-2014 campus cultural events, the Diversity Action Plan, and a review of all student forums held in the last five years.
  - b) **Safe Zone Training**
    - i) **Vince** reported that the 2014 LGBT Students Forum focused the expectations that our LGBT students have in the proposed District Safe Zone training.
    - ii) **Ellie** reported that the students of the Lambda Society – who conducted the forum, are presently working on the memo and would submit it to the Cadena Cultural Center. Ellie also noted that the students of Lambda were encouraged by the offer to have Dr. Roni Sanlo as the trainer.
    - iii) **Ken** mentioned that he is seeking support from the Diversity Committee for a district wide “pilot program”.
    - iv) **Kim** inquired about whether a standard exists for the creation of a Safe Zone program and a discussion began about the nature of a Safe Zone program.
    - v) The committee members discussed the role of Staff Development in any proposed Safe Zone training including administrative support for the program and how faculty and staff would be able to sign up for the training.

**c) Distinguished Lecturers**

- i) **Ken** announced that that the District Equity & Diversity Committee has begun to discuss the creation of a "Distinguished Lecture Series" and solicited the committee for any suggestions for lecturers.

**d) Action Plan - Review**

- i) **Cecilia** opened a discussion to finalize the Diversity Action Plan.

ii) **GOAL 1: Promote & Protect the interests & concerns of minority & underrepresented persons & all those designated as a protected class by the California Education Code**

*(1) Objective 1: Support the adoption of the principles of Universal Design for Learning (UDL) which promotes fully inclusive education*

(a) It was announced that three committees have supported the adoption of a UDL:

- (i) Student Equity
- (ii) District Staff Development
- (iii) Student Success Committee

1. The Student Success Committee originally wanted to create a campus committee.

*(2) Objective 2: Inform campus of resources, laws, etc. that affect minority and underrepresented persons and all those designated as a protected class by the California Education Code.*

(a) The committee discussed various ways to provide resources to faculty and staff on diversity issues in the classroom such as workshops through Staff Development, creation of a resource webpage on the Diversity Committee website, and guest speakers.

*(3) Objective 3: Report to PAC information about forums, events, and dialogues related to promoting and protecting the interests and concerns of minority and underrepresented persons and those designated as a protected class by the California Education Code.*

(a) **Cecilia** mentioned how the Cadena Cultural Center is on its fifth year since the inception of the student forums and that the information garnered from these forums is being sent to the campus administration. In addition, the outcomes from the forum will be reported in the DC Newsletter at the end of the year.

*(4) Objective 4: Report to PAC on any legal or policy changes that may negatively impact underrepresented or at-risk students.*

(a) The committee discussed this objective, clarifying that it originated from the former Dean of Student Services, Bob Miranda who was concerned that recent changes to registration priority might negatively and disproportionately impact underrepresented students.

(i) There was a discussion as to whether the objective was appropriately worded.

(b) The group also noted that such documentation would most likely require the cooperation of the Fullerton College Admissions & Records and the Office of Institutional Research.

(c) The group discussed the impact upon students who qualify for AB540

(d) **Jennifer** – stated although she is new to Fullerton, coming from a district that is similar in nature and size, we are still assessing what is happening within EOPS, but the impact has not had the negative consequences that were once presumed. In fact, the only area that it may negatively impact students is their position in Priority Registration. Otherwise, EOPS students have always had to have assessments, an orientation and an Education Plan (which is now required of all students because of the SSSP requirements).

(e) **Jennifer** - said, there could be some positive consequences. For example, SSSP can now pay for counseling hours for programs that support the core requirements of SSSP. This translates into programs, like EOPS, being able to serve more students with additional funding by SSSP. Now, SSSP cannot pay for counseling that EOPS already pays for, because that would be supplanting, but they can pay for additional hours to support the EOPS program in meeting the requirements of SSSP.

(f) **Jennifer** – Asked if we ever report on any legal or policy changes that positively impact underrepresented or at-risk students. For example, the Foster Youth Success Initiative assembly bill 194, or assembly bill 12 are having positive impacts for at risk students in this group. Then there was discussion about adding language in the Diversity Committee Action Plan that included "positive" legal or policy updates. More discussion ensued and it was thought that this revision should go under a different Objective entirely.

iii) **GOAL 2: Actively promote & advocate for a positive, supportive & safe campus climate for students, faculty, and staff, administration, & community members.**

(1) *Objective 1: Make appropriate recommendations to PAC about status of & results from campus climate surveys.*

(a) The group discussed the prior campus climate survey administered to faculty and staff, as well as, the surveys to students created by the Student Affairs Office.

(b) It was mentioned that the Office of Institutional Research has created a task force to review these surveys and is asking for input from the Diversity Committee.

(2) *Objective 2: Report & make recommendations on issues or incidents that have an adverse effect upon an inclusive & respectful campus.*

(a) The committee invited Irma Bonilla from Campus Safety to discuss procedures of reporting incidents that may be motivated by bias. Irma explained the process that Campus Safety has in reporting incidents on campus but emphasized that the campus is mandated to report crimes in the Cleary Report. The committee stressed that they were aware of the Cleary Report but were concerned that incidents that maybe motivated by racial, ethnic, sexual orientation, etc. might not be recorded as such and thus, the campus might be overlooking such bias-related incidents.

iv) **GOAL 3: Build an inclusive & respectful campus working in a collaborative effort with the community & campus leaders.**

(1) No discussion minutes.

e) **Other Items**

- i. **Vince** and **Ellie** announced to the group that the students of the FC Dream Team held their first "Immigrant Students Forum." **Dolores** asked about the use of the word "immigrant" in the title. **Ellie** acknowledged there was a vigorous discussion with FCDT about this title but the sentiments were to avoid "undocumented" or any other terms that denoted illegality or any more specific terminology that limited the forum to only undocumented students even though this was the primary audience of the forum. One of the premises was about coming out of the shadows and thereby shedding that stigma of illegality/undocumented.

## **NEW BUSINESS**

- 1) No New Business items

---

## **INFORMATIONAL ITEMS/ANNOUNCEMENTS**

---

### **ANNOUNCEMENTS**

- 1) LGBTQ Students Forum (w/LAMBDA), October 8th, 2014 15:-16:30, Rm. 227
- 2) Cadena Film Showing "Stonewall Uprising". October 15th, 15:-16:30, Cadena Cultural Center
- 3) Transfer Awareness Week, Cadena Transfer Ctr., October 20th-24th
- 4) Vince asked for the committee to look at the website and give feedback.

### **MEMBER REPORTS**

1. No Reports

---

### **REMINDERS**

1. Next Meeting: Wednesday, November 5th, 2014, 15:00-16:30