

Diversity Committee

Members:

Lily E. Espinoza, Chair  
Vince White, Secretary  
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Jose Abarca, Classified  
Lily E. Espinoza, Management  
Sharon Kelly, Classified  
Diana Kyle, Faculty  
Paul McKinley, DSS  
Bob Miranda, LFSA  
Andre Strong, BFSA  
Olivia Veloz, Management  
Vince White, GLADE

Special points of interest:

- Taste of Fullerton College
- GLADE Scholarship
- Defining Diversity
- Demographics of Fullerton College

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FULLERTON COLLEGE ELEVATING EXCELLENCE.

Diversity on Campus

Volume I, Issue I

Spring 2010

Message from the Chair by Lily E. Espinoza

Welcome to the first-ever newsletter produced by the Fullerton College Diversity Committee. This newsletter is designed to introduce you to our members and to highlight important events and issues that reflect the diversity of staff, students, faculty, and administration of Fullerton College. For example, you will learn about a wonderful professional development activity for classified staff that used diversity as a way to build better understanding of the diverse cultural backgrounds of our staff. This newsletter will be a way for you to learn about diversity issues on campus and to see how the committee works to create a

welcoming and inclusive environment for students, staff, faculty, and administration.

Everyone can benefit from building understanding and awareness of diversity issues. We live in a world that is getting smaller and smaller. Understanding diversity and how to value and respect differences is a valuable tool that all people can benefit from in their personal and professional life. For those of us who work with students and on the campus, respecting and recognizing differences is a way to develop our students into global citizens of the world. Just as there is no one, right way to teach, we

must encourage our students to understand that there is no one, right way to learn. When the campus works together to build our own understanding of diversity, we build up the potential for understanding the greatness in each other.

It is my hope that this newsletter will share with you some of the work of Diversity Committee as we strive to build awareness, appreciation, and respect for diversity on campus. Please get involved with the committee and help to support our activities. I hope you enjoy this first edition and I look forward to more to come!

GLADE to Award Student Scholarships by Vince White

The NOCCCD Gay and Lesbian Association of District Employees (GLADE) enjoys official recognition by the district as the advocate for our gay, lesbian, bisexual, and transgender faculty and staff. Our members serve on the Diversity Committees at both Cypress College and Fullerton College. We also support our LGBT student clubs by assisting in their activities and providing a competitive GLADE scholarship. This year, GLADE will award almost \$1000 in scholarships to students whose activities have fostered a positive image of the LGBT community. In addition, GLADE will host its first annual awards event on Friday, May 21, 2010 at which we will honor our scholarship recipients, as well as

recognize the activities of our community and our allies who have stood with us to support LGBT persons. We hold meetings biannually and alternate these meetings at Cypress and Fullerton, as well as, social events through the year. You do not have to be LGBT to join GLADE! We have benefited from our members who have been allies to the LGBT community and thus, welcome all interested parties to join our organization. If you are interested, please contact our current GLADE President, Vince White at vwhite@fullcoll.edu or (714) 732-5528 for a membership form. In addition, GLADE will host its first annual awards event on Friday, May 21, 2010 at which we will honor our scholarship recipients, as well as

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Multiculturalism is not a “national burden” but a “national resource and treasure”

“Representation of diversity needs to go beyond token levels.”



Diversity means celebrating contributions and achievements of all people in society.

## Taste of Diversity at Fullerton College By Sharon Kelly

On March 31, 2010, classified staff and managers from Student Services, instructional areas, and SCE came together for a staff development function entitled, “A Taste of Fullerton College.” The day-long event was a celebration of diversity among staff, as well as students. The theme was selected by the task force who organized the event as a way to recognize and honor how so many people from different backgrounds and cultures come together as a unit every day with the same goal – to help students succeed.

The morning started off with heart-felt stories from students (Estee Boggs, Christine Bynum-Degen, Taha Ahmed, Genevieve Sandoval, and Janki Shah) who shared their unique experiences about what it is like for them to attend Fullerton College. Staff members were very appreciative to hear how their actions have positively impacted the lives of students. The day also included educational workshops, fun activities, informative department presentations, and an international luncheon buffet. A highlight of the day was the afternoon activity, *Cultural Candy Land*, where all participants were challenged with questions about cultures from around the world. The competition was intense, with the winning team correctly answering the question, “In what county will you find the Taj Mahal?”

As a memento for the event, each participant was given “A Taste of Fullerton College” Recipe Book. The recipe book was a compilation of cultural recipes from staff members across campus, as well as the recipes of the food and desserts that were featured at lunch.

## Celebrating the Diversity of Disabilities By Paul McKinley

The diverse nature of individuals is often overlooked when considering abilities, inabilities and disabilities. Fullerton College has an amazing group of students who contribute greatly to the diversity of the institution. Statistically, 11% - 15% of FC's student population or roughly 2700 students have varying disabili-

ties and are part of the grand Fullerton College collage. The nature of the disabilities include; learning disabled, blind, psychologically disabled, deaf, physically disabled, autistic, acquired brain injury, developmentally delayed and others. These individuals overcome obstacles daily and achieve the same challenging goals as their

“differently-abled” peers. Acknowledge and encompass this unique group of individuals, you might walk away with an awareness you have never known. “Disability is a matter of perception which is limited only by a lack of active inclusion.”

## Defining Diversity By Ken Robinson

Diversity means a condition of broad inclusion in an employment environment that offers equality, inclusion and respect for all persons. A diverse educational community recognizes the educational benefits that flow from employee and student populations that are varied by age, race, ancestry, citizenship status, color, gender, disability status, religious belief, national origin, marital status, medical condition, sexual orientation, cultural background or veteran's status.

## Hidden Biases: You May Think You Don't Have Them

By Diana Kyle

It wasn't all that long ago that I was forced to face some of my own hidden biases. It all started when I mistakenly thought a female doctor was a nurse. I felt bad when I did this as I knew women and men are both equally qualified to be a medical doctor. I know this may not seem like a major event but it begins to uncover what is automatic thought or thought that is just below one's conscious level of awareness. Might I have made the same mistake if the person was in a wheel-chair, a certain ethnic group, younger, or some other group characteristic? I can't be sure but I do know that I have tried to uncover as many of these hidden biases as possible in an attempt to correct my thinking.

Fundamentally, humans men-

tally organize and categorize information for survival benefits and to help make sense of the world. Thus, we all categorize social and physical characteristics of people and groups of people. Almost all the information we use to form these categories is actively or passively learned. A lot of times it is learned through ignorance, misinformation, and fear. Regardless of its accuracy, our behavior is guided by these mental categories and this can result in automatic biased thinking that we use to navigate our personal and professional lives. Most people are biased in thinking they aren't biased (smile). It's there though.

In the educational setting, an anti-bias curriculum focuses on raising awareness about one's personal biases (covert

and overt), providing a solid understanding of social problems, and preparing students with strategies to reduce and/or eliminate these biases along with improving the social world we live in. At Fullerton College, there is even a specific Anti-Bias course offered and the Diversity Committee hosts and facilitates events to raise awareness and reduce biases.

Take a few moments to take a test to reveal some of your own hidden biases. The Harvard Implicit Association Test is one of the most reliable and well-respected tests of this nature.

<http://implicit.harvard.edu/implicit/>

Keep an open mind!



**Diversity means inclusion, cooperation, and movement toward mutually shared goals.**

### Strategies for serving diverse students:

- 1.) Learn students' names as soon as possible.
- 2.) Have students get to know each other, students like ice breakers.
- 3.) Review essential study skills.
- 4.) Be fair and upfront of expectations.
- 5.) Share information about campus events.
- 6.) Review your syllabus, office hours and best method to contact you..
- 7.) Place textbooks on reserve in the library.
- 8.) Provide an environment accepting of diversity and respectful of all.
- 9.) Emphasize willingness to provide individual help.
- 10.) Treat all your students with respect, check personal biases.
- 11.) Require students to have four students they can call if they miss class.
- 12.) Develop a mini-orientation about student commitment and preparation.
- 13.) Encourage students to discuss life situations that impact their progress.
- 14.) Stress a positive "you can do it" attitude, reduce fear of intimidation.
- 15.) Try to help students determine their own level of preparation for class during the first or second class meeting.
- 16.) Point out relevance of course and goals of your students.

## Fullerton College Ethnic Diversity by the Numbers Fall 2009

### Student Demographics

Asian	16.6%
Black	3.8%
Latino	36.1%
Native American	0.8%
Two or more races	1.5%
Unknown	2.9%
White	32.6%
Declines to State	4.9%

### Administrative Demographics

5.9%
2.9%
20.6%
0%
2.9%
0%
67.6%
0%

## Fullerton College Faculty/Staff Demographics

### Tenured/Tenure Track Faculty

Asian	9.1%
Black	2.9%
Latino	12.7%
Native American	1.9%
Two or more races	1.6%
Unknown	0.6%
White	71.1%

### Adjunct Faculty

13%
3%
13%
0%
1%
1%
70%

### Staff

12.3%
6%
34.5%
1.4%
.4%
.4%
45.1%

**DIVERSITY  
COMMITTEE**

The committee meets the third  
Thursday of each month in  
Room 227 1:30—3:00pm

Phone: 714-992-7087

Fax: 714-992-9912

E-mail: [lespinoza@fullcoll.edu](mailto:lespinoza@fullcoll.edu)

The Diversity Committee is online  
[http://cadena.fullcoll.edu/  
campus\\_diversity\\_committee.htm](http://cadena.fullcoll.edu/campus_diversity_committee.htm)

**PLANNING AN EVENT?**

Is it related to diversity?

Please let us know about it  
and we can post it on the

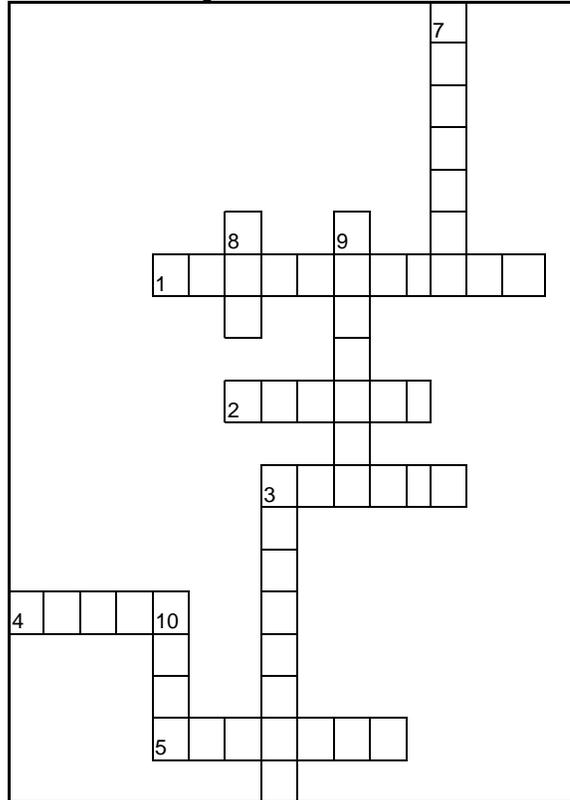
Diversity Events Calendar!!!  
Check out the calendar of

this year's events!

[http://cadena.fullcoll.edu/  
Campus%20Diversity%](http://cadena.fullcoll.edu/Campus%20Diversity%20Events.htm)

[20Events.htm](http://cadena.fullcoll.edu/Campus%20Diversity%20Events.htm)

# Diversity Crossword Puzzle



**Across**

1. Fullerton College kickoff to Latino Heritage Month
2. March 8 is International \_\_\_\_\_  
Day
3. The largest ethnic demographic of Fullerton College students
4. Spring 2010 FC held its first Diversity \_\_\_\_\_
5. This December holiday is a celebration of African American heritage

**Down**

3. The most commonly diagnosed disabilities at Fullerton College are \_\_\_\_\_ disabilities
7. The death of Matthew \_\_\_\_\_ inspired Hate Crime Legislation
8. In the year two thousand \_\_\_\_\_ the Asian Pacific Islander Faculty and Staff Association became official
9. Diversity is a condition of inclusiveness, equality, and \_\_\_\_\_ for all persons
10. Governor Arnold Schwarzenegger designated May 22 as "Harvey \_\_\_\_\_ Day" to honor the famous gay activist

