

MEETING SUMMARY

Thursday, February 14, 2013

Griffin Gate

Diversity, Equity & Inclusion Committee (DEI)

Present: Carlos Contreras, Yolanda Guerrero, Patrice Braswell-Burris, Katrina Piliaris, Selam Gebrekristos, Agustín Albarrán, David Milroy, Gopa Patnaik, Joan Ahrens, Narges Heidari, Alexander Neofitidis

Recorder: MaryAnn Landry

The meeting convened at 2:30 pm with Selam Gebrekristos presiding.

Prior to addressing the agenda items, attendees went around the room introducing themselves.

Structure of the Tri-Chair rotation in facilitating this meeting was reviewed.

I. Additions to Agenda.

Cultural Humility is a topic that has been stated in the Health Care District. It is currently being taught to students in the nursing field. One component is self-critiquing regarding stereotyping others. It is a life-long commitment to self-awareness in relation to other cultures.

II. DEI Sub-Committee.

David introduced Carlos Contreras who distributed handouts regarding diversity requirement information from SDICCCA colleges. It was decided that this information would be discussed at the DEI Curriculum Sub Committee meeting.

Joan mentioned the re-establishing the FIGs (Faculty Inquiry Groups). They are looking for ways to narrow the achievement gap.

III. Cataloging Project

Agustín spoke about the At Home In the World (AHITW) initiative. Nancy Jennings is now the site rep at CC.

As a part of this initiative, we have received a grid/template for cataloging resources which will be sent out to the committee later today. There was some discussion on how to send the information out to the campus. Should it be in one blanket email to all, or will this cause confusion and uncertainty. Should it be in a targeted email to

the VPs, Deans, Chairs & Coordinators. This would be specific and intentional. Based on a straw poll, it was decided to send this information out in a targeted manner.

Yolanda added that with this information catalogued we will know everything we have related to diversity and not duplicate efforts. We will be able to advertise what we have. Is it our intention to add this to the intranet? Joan added that this can be targeted and included in a Flex Week presentation.

IV. DEI Survey

Our object is to have a welcoming environment. We will do a survey to see how we rank in this goal. The recent survey that went out was too broad and inconclusive. We are not sure of the results because it was rather hard to answer. David displayed an example of the survey being developed to send out to adjunct instructors that was built on Survey Monkey. He asked for comments and feedback. There was discussion on the questions that were displayed since they were directed at PT faculty. Yolanda felt the name of the survey should be changed. David asked the group if the survey should be limited to about 10 questions. The group seemed to agree.

The group had specific questions about the issues raised in David's survey. Are PT faculty included in governance? Where is the office space that a PT faculty member can use to meet with students? Are PT faculty members paid for office hours?

David asked how the group felt about comparable surveys for the various groups on campus.

One suggestion would be to ask the following types of questions. Are you aware of the DEI Committee & its mission? Are your differences respected? Do you work in an inclusive environment?

This survey can be developed this semester and released in the fall.

V. WACC Grant

WACC has approved \$2000 of the \$2950 total cost to bring Dialogue of Hope screening to campus in April. Agustín is following up with the Wish List and a special request to Tim Flood for the remaining funds. David will follow up with the Professional Development Committee for \$500.

VI. Campus Diversity Page.

At this point we have only rudimentary beginnings. The site only lists our charge and composition. It will house the agendas, minutes & calendar. The goal is to develop a full DEI website. We will start to collect information of other good sites.

VII. Student-to-Student Peer Counseling

Teresa Jacobs was introduced to speak on the Student-to Student Peer Counseling Group. David and Selam came to a recent Peer Counseling meeting and spoke about the vision of the DEI Committee. They asked Teresa to come and speak to the

committee about the Peer Counseling group.

If a student is stressed or confused with relational issues they are encouraged to contact a peer counselor. These students have received basic training. They will be listeners. They are not prepared to deal with suicidal students, but they can refer such students. Peer Counselors receive training by going thru the PSY 199 class, Psychology of Interpersonal Communication, taught by Vic Burton.

Have done a survey of students with questions on how personal issues affect their GPA, & whether they would want a peer counselor. Students replied that they would prefer a peer counselor. They expressed concern that it would negatively affect them if they saw a counselor related to the college.

The peer counselors would be trained in listening for feelings and helping students get to their own place. The training is 6 hours/week, including 3 hours of theory and 3 hours of practice. They will then provide 6 months of service in order to receive a certificate. The President has consulted with the district lawyer and a waiver was drafted for each student to sign. This is to provide safeguards and protection for the counselors.

Gopa & Alex expressed concerns since we already have a Counseling Department to assist students with all these concerns. She stated that the word "counselor" should not be used. Counselors have years of training.

Teresa provided examples of other colleges (Harvard, Stanford) that have peer counselors. After 6 months of study they feel this was the best title. The purpose of this visit to this committee was not to discuss the name of the group. That has already been set in motion. There will be a website set up that students can access. The walk-in service will be on the 2nd floor of the Tech Mall, but there is no schedule set up as yet.

Katrina mentioned that in high school she was a peer counselor. She asked if the information regarding each counselor would be available on the website, so the students could choose who they see. Outside of Facebook, how will students know this exists? Teresa stated there will be posters.

Agustín mentioned that Health Services has also had their funding restored so they may be bringing back a counselor. This is in negotiations.

VIII. Faculty Hiring Committees

Yolanda brought forward a concern that the district used to provide diversity training for hiring committees. For the past 10 years or so that seems to have fallen by the wayside. She feels it is very important that we return to that. She has been in contact with Employment Services and they are in the beginning stages of implementing a policy that will have a diversity representative on each hiring committee. This person will be a non-voting member.

Agustín mentioned that currently his division has two hiring committees in progress. When the district discusses the set up with the committee chairs, they do discuss the components of diversity hiring.

David stated that the Chancellor wholeheartedly supports incorporating more diversity training in the hiring committees. Yolanda stated she would follow up with Title V and the diversity mandate and compliance within the district and would bring a report to the next meeting.

Alex mentioned that he is President of Spectrum, an LGTB organization. LGBT Club is more social. Spectrum is working for safe zones. They are working to develop a training program modeled like SDSU. Will get more info out at next meeting.

IX. Area Reports

Selam asked if safe zone training could be on our next agenda. The idea is that a person can be a safe zone.

Meditation space – facilities meeting has approved a design. It cannot be an indoor space due to need for classrooms, but a gazebo will be provided. It will be located in the site of the temporary Sodexo “grab n go” in the 50’s quad.