

MEETING SUMMARY

Thursday, March 21, 2013

College Conference Room

Diversity, Equity & Inclusion Committee (DEI)

Present: Yolanda Guerrero, Gabi Aliyev, Patrice Braswell-Burris, Katrina Pillaris, Selam Gebrekristos, Agustín Albarrán, David Milroy, Gopa Patnaik, Joan Ahrens

Recorder: MaryAnn Landry

The meeting convened at 2:30 pm with David Milroy presiding.

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

David also asked all to read the committee charge and mission and asked for any edits.

I. Additions to Agenda.

Agustín mentioned the AHITW conference call earlier in the day (initiated by the American Council on Education [ACE]). The topic of this call was to discuss the Closing Report which was compiled by Agustín, Nancy Jennings, Danene Brown and Anne Krueger. ACE was very pleased with the report and the organizers have asked Agustín & Nancy to present at the upcoming closing meeting regarding the challenges found at all 3 sites (GC, CC & District). The closing meeting will be held in Washington, D.C. on April 3-5.

The AHITW initiative is an “in-kind” grant providing both resource & prestige and emphasized the following topics: meditative spaces, student surveys, LGBT discussions, safe spaces, etc. The goal is to provide a common ground for understanding cultural diversity.

II. DEI Sub-Committee.

David mentioned that the DEI Curriculum sub-committee has decided to meet on the 3rd Monday of each month. This month, Joan, Roxanne and David met. All are welcome to join.

Joan shared insights from the FIG perspective. She is asking for help to get the FIG up and running again. She is asking for help from this committee. The FIG participants will read articles every month and come together to discuss implementation of some of the ideas provided into their classrooms. In recent years

they have identified the most at-risk-student group is African-American males. The group would like to now identify students from this group who succeeded and find out what worked best for them.

Joan is also asking for suggestions of one book for the group members to read over the summer. They will then come back in the fall to discuss the book. The committee suggested that T. Ford or James Canady (UMOJA) would have good suggestions of book titles. FIG has existing money and would like to purchase the books prior to the summer so members have the time to read before the fall semester.

Agustín suggested that the FIG start with the DEI Committee and then build in additional members.

David mentioned that the ideas presented to the Curriculum Committee in 2009 have not moved forward. Their goal is not to add additional classes, but to re-label them to identify their cultural diversity aspects. This will be implemented with the GE requirement. Having this cultural emphasis adds prestige to pre-existing degrees

III. Cataloging Project

Agustín mentioned that he had previously sent out information regarding the cataloging project. There has been minimal response. The committee needs to move forward on this or drop it. It was decided to send it out campus-wide for people to add information and send it back.

Agustín made a motion to send it out campus wide. The motion was unanimously seconded and passed.

IV. DEI Survey

David displayed an example of the survey being developed to send out to adjunct instructors. There are to be 5 questions specific to the group (FT, ADJ, classified & administrators) and 5 questions common to all groups. David asked for volunteers to work on the surveys. Alex will be assisting him.

David tested the PT survey on a small group- the Academic Senate Part-Time Issues Committee and showed the results to the DEI Committee.

There was much discussion on how the survey is to be distributed. Some felt it should be in one email with different links for the various groups being surveyed.

It was also suggested that instead of using an outside service, we use Institutional Research for the survey development & compilation of the results.

It was also suggested that we tie the survey in with our mission statement. We can use components/phrases from the mission statement and design questions around these. This would be a clear measure of the campus climate.

V. Anatomy of Hate

Posters advertising this event have gone up around campus. Dr. Cooke will be present to introduce the speaker. It is open to all and is approved for professional development. It is being advertised on the TV screens in the student center and student services buildings.

VI. Funding Request

The district has reported a surplus of \$2.1 million. Some of this has been earmarked to cover one-time costs and is to be used prior to June 30. The deans were asked to identify their “wish list” needs which will be reviewed for approval at Planning & Resources (P&R). Agustín added a request for \$20,000 for the DEI Committee to use. This was approved at IAC as a campus-wide request and was ranked as 10th on their list. This will be discussed at P&R today.

VII. DEI Web Page.

Part of the above-mentioned funding will be used to pay a stipend for designing a DEI Web page. Agustín requested committee members to forward examples and links to himself and to MaryAnn for review and collating. He asked for volunteers to work on the content of the website. Katrina volunteered, so she and Agustín will meet to discuss this.

Agustín suggested that the committee hire Karl Sherlock for this work because of his exemplary work on the Literary Arts Festival web page and the One Book, One Campus web page. While a vote was not taken, the committee seemed to be in agreement.

VIII. Faculty Hiring Committee

Yolanda discussed the status of the official H.R. policy on diversity in hiring. The district is working on this, but it is a very slow process. Yolanda expressed concern that since the retirement of so many people, the demographics on campus have changed. She would like to see training so that the new faculty (currently being hired) reflects our new population. There is a general policy on hiring under Title V.

IX. Area Reports