

DEI Committee Meeting Minutes

September 20, 2012

- 1) Review Committee Charge – Meeting commenced with...
 - a. Joan suggesting we include a passage that states “...ability...” instead of “disabled”. David suggested that the Mission Statement needs to be broadly defined for inclusivity.
 - b. Jeff asked who looks at equity issues on campus. This committee reviews diversity data. Equity data is easier to look at. Joan replied that the FIG (Faculty Inquiry Group led by Joan, James Canady, Patrice-Braswell Burris & Shirley Pereira) looks at this issue. It would be nice to see a long term financial commitment. How do you look at the success of students? It would be a goal to institutionalize this effort.
 - c. David mentioned the CCSSEE Survey cited from academic Senate.
 - d. Jeff cited data recently presented at a Governing Board meeting from fall 2011 in which GC results were compared to statewide data. There are significant gaps in completion. Average GC student completion rates are 69% for all students and 55% for African Americans. This brings some level of justification for citing the need to institutionalize the matter of increasing diversity at GC.
 - e. Joan cited the work of Ken Gonzalez as a model for FIG to follow. Data only tells part of the story. She is working with Leonor Perez at the district. How do we look at the problem in a different way? They will look at basic skills students and conduct focus groups. 87 M/F students were solicited though there is need to get back together with Leonor. We need to look at the students who have made it through the core sequence.
 - f. Jeff asked if this was the correct place to take up these issues. He expressed concern about infusing diversity and equity into such areas as curriculum. This institution needs a mechanism to make changes and have the uncomfortable discussions on equity and diversity.
 - g. David stated that this group might not be the group to carry this work forward. Is this something that the Dean of Student Affairs would do?
 - h. Selam brought up a discussion of the campus not being a welcoming environment to students of color.
 - i. Joan replied that there is a large commitment from faculty to make changes. The process is slow. There are people who are committed to making a change.

- j. David expressed the importance of getting the DEI survey going for students and faculty.
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- 2) Review of Committee Composition
 - a. The committee decided to continue for the current semester with the tri-chair configuration. David and Selam will rotate chair duties.
 - 3) Survey Monkey discussion
 - a. Joan will send a sample survey to David.
 - 4) Peer Counseling Initiative
 - a. Agustín gave a report.
 - 5) ACE-AHITW
 - a. Agustín gave a report.
 - 6) Mental Health – This report was deferred to the next meeting.
 - 7) VPSS Report – This report was deferred to the next meeting.
 - 8) ASGC Report – This report was deferred to the next meeting.
 - 9) Additional Reports-
 - a. Agustín also discussed the cross-cultural space notion and gave an update on the proposed meditative space.
 - b. David provided an update on a WACC grant for: "The Anatomy of Hate: A Dialogue of Hope"

ACTIONS

- ❖ Agustín to send out the Mission Statement to committee for revisions.
- ❖ Agustín to send out DEI Committee Composition for revisions
- ❖ Agustín to send out AHITW PPT and summary document
- ❖ Selam will check with Jane Nolan in DSPS
- ❖ Selam will check on classified staff James Cho and Al Ventura
- ❖ David will send out WACC grant to committee