

## Diversity Committee Meeting Minutes

October 8, 2007

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### Introductions

**Student Participants:** Celia Arceo, Michelle Bowden, Noel Chavez, Kaila Figone, Junjie Huang

**Faculty/Staff Participants:** Alicia Aguirre, Aja Butler, Ricardo Flores, Romeo Garcia, Jeanne Gross, Val Goines, Robert Hood, Maria Mendez, Tom Mohr, Nonan Villanueva

### Background of Diversity Committee: How and why did the committee form?

- To start dialogue on who we are and what we want to be
- To address challenging conversations in the past
- Recognize tense moments
- Clarify misunderstanding
- Teach and share about diversity
- Challenge prejudice
- Address racism
- Look at the needs of our diverse student population
- Include staff, faculty as part of discussion
- Look at diversity in various ways, in addition to ethnic/racial identity; also disability, gender, LGBTQi, socio-economic class, residency/immigration history

President Mohr suggested for a temporary subcommittee within College Council to develop a proposal for a more permanent committee.

Main Charge of temporary committee: develop representative composition within the committee and develop some initial objectives.

Background Context of Student Feedback:

- Students are interested in multiculturalism
- Students want to explore various backgrounds
- Students are frustrated about the marginalizing of other ethnic/cultural groups

### Objectives Brainstorm: What is your motivating factor for joining this committee?

- To get along
- To raise awareness
- To acknowledge the positive contributions of various communities

- To see the conversation move towards implementation and activities
- To develop systems of support
- To create safe spaces
- To create platforms that allow us to speak
- To keep student reps as a vital part of the committee. Members expressed gratitude to the present student reps.
- To keep Faculty and Staff aware that they are not immune or exempt and to remember that some of the problematic comments derived from this space.
- (President Mohr) To foster an intellectual environment that values diversity as a driving force to intellectual thinking
  - People are not learning at the fullest capacity if there is no intellectual discussion on diversity
  - A purely practical matter: A seriously divergent point of view was expressed and there should be continual discourse about it.
- (President Mohr) Some colleges may put the diversity committee under the auspice of the President's Office, but Tom feels that it should belong to everybody.
- To build cultural competency

### **Structure, Credibility, and Public Stance**

What is our organizational structure? Are there co-chairs? What activities would we like to host?

Suggestions:

- Talk about diversity first among ourselves within the committee, examine our own cultural biases, and then develop a deeper connection to the issue of diversity so that we feel more equipped to share with the larger campus community.
- Build better trust among committee members.
- Committee should have structured membership with committed regular attendance rather than loose, drop-in membership
- Look at models of anti-bias and cultural competency curriculum.
- Bring in organizations that can facilitate the conversation in an ethical and professional manner for the committee.
- Get appropriate training for committee members so that we develop skills to address problematic comments.
- Utilize training to equip staff, faculty, and students to discuss diversity
- Look at existing positive practices; for example, Humanities Guest Lecture series
- (President Mohr) Suggests that we develop a budget for the Diversity Committee to implement activities, especially since diversity was first priority in the strategic planning.
- Develop a budget and proposal for training
- Develop a diversity retreat for students

- Create a timeline for activities: For example, Diversity Committee to meet in Fall, assess campus climate on issues regarding diversity, and offer some type of activity in Spring.
- A website can be created to share resources, readings, student writings, etc.
- Celebrate various heritage months and milestones among various communities.
- Request for official reps. (Classified reps have been chosen already).

**Next Steps**

Activity	Tasks	Volunteers Accountable	Meeting Date and Time
Cultural Competency/Diversity Training	<ol style="list-style-type: none"> <li>1. Contact resources and organizations that can offer Cultural Competency/Diversity training for initial 20 committee people and interested individuals.</li> <li>2. Develop a Statement of Purpose.</li> <li>3. Develop a budget and timeline.</li> </ol>	Subcommittee: Aja Butler Val Goines Romeo Garcia Ricardo Flores Celia Arceo	October 12 <sup>th</sup> 9:30am to 11:00am  Suggested Location: Library to access resources
Recruit more student representation	<ol style="list-style-type: none"> <li>1. Announce Diversity Committee to student clubs</li> </ol>	Kayla will coordinate with Aja on Student Club list	
Regular Diversity Committee Meetings	<ol style="list-style-type: none"> <li>1. Revisit Objectives</li> <li>2. Confirm Official Reps</li> <li>3. Establish committee structure/co-chairs, etc.</li> </ol>	Diversity Committee: All members	October 22 <sup>nd</sup> 1:30pm to 3:00pm  Suggested Location: 22-109 (Ricardo will confirm)