

**Skyline College**  
**Stewardship for Equity, Equal Employment and Diversity (SEEED)**  
**Advisory Committee**  
February 27, 2006

**MEETING MINUTES**

Members: Vicki Morrow, Lori Adrian, Linda Allen, Susan Andrien, Amory Cariadus, John Chavez, and Donna Elliott. Recorder: Linda Ghio

Absent: Jacquie Escobar

**Approval of minutes of January 23 meeting**

Minutes were approved as written with the correction of Tommie Smith's first name on page two.

**District EEOC report**

Linda Allen and Donna Elliott reported that Cody Pelletier attended the last district EEOC meeting and they are looking at reforming the committee and the process they will be using. Cody will send a letter to the presidents of all the campus constituencies to see who would like to remain on the committee or step down. He will also determine the number of committee members required. The issue of a committee member accepting the appointment, then not being able to attend a meeting and sending a substitute was discussed. The committee agreed that members cannot send someone in their place as it would not maintain good continuity. Donna said that they feel it is an important committee and it needs revitalization. Vicki talked about Meet on Common Ground, and the "train the trainer" program which SEEED members had recommended. She reported that she had checked with the other colleges and they are interested, so Harry Joel will conduct a district-wide training. Invitations to join the district EEOC will be sent out to all constituent groups at each college once they determine how many people are required to attend.

**Table of diversity-related events planning for spring semester**

A copy of the updated table showing multi-cultural and diversity-oriented event that was prepared by Belinda Ho was distributed and reviewed by the committee.

**Campus Climate Survey**

Lori Adrian reported that the Noel Levitz student survey has been prepared and surveys will be conducted between February 27 and mid-March. Twelve scales are covered in the survey and one of these scales is Campus Climate which asks students if they feel welcome at Skyline, among other questions. Lori said the responses can be broken down by instructional and student services divisions. Vicki said it will be possible to sort the answers by ethnicity to see how different groups feel. The committee felt that the questions were comprehensive enough. Amory said if there is a problem and questions are not answered, we can follow up. Lori will check to see if there diversity questions in

the supplemental, locally designed section of the survey. The class sections to be surveyed were drawn at random and there was a bigger sample drawn than necessary in order to ensure a sufficient number of completed surveys. The survey includes the following components:

- Student centeredness
- Instructional effectiveness
- Responsiveness to diverse populations
- Campus support services
- Safety and security
- Academic advising/counseling effectiveness
- Admissions and financial aid effectiveness
- Academic services
- Registration effectiveness
- Service excellence
- Concern for the individual
- Campus Climate
- Stand-alone items

There is nothing specific to race, gender, or sexual orientation and Susan said she would like to have that information. Vicki said once we see the survey results we can determine if this is needed, we will have further discussion.

### **Proposed Diversity Days for next fall**

A list of suggestions from the January SEED meeting was compiled and Vicki distributed the handout to the committee. The goal at this meeting is to compile the initial ideas and refine what the committee wants to do, who needs to be involved, the kind of event, etc. The group came up with some general ideas and then proposed a larger, comprehensive event. John asked for clarification on the diversity event held at San Diego Mesa College. Lori said they had film workshops, entertainment, and cultural foods and the event was tied to curriculum. Instructors gave extra credit when it was heavily attended by students. It was held over a three-week period and was a big production. Administrative support was provided and a committee was formed to work on the event. Vendors that participated paid to be there and products sold represented crafts and artisan items from different cultures. The event made enough money to help support itself and there was also always money put in from the college. A faculty member and former Olympian conducted a workshop and the film series were conducted by faculty. Amory said the event held at the College of Marin, Unity Days, is very similar but was held over two days. She said Marin's event was not just a celebration of people of color, but that issues of gender and disability were also featured. She said the keynote speaker set the tone and we may want to have at least one or possibly two. Vicki noted that many students attend Skyline's MOT film festival and that the faculty have a key role in alerting them to the opportunity. Donna said that the MOT film festival committee notifies the teachers in advance so they can incorporate it into their syllabi and work it into their curriculum. Faculty need to know a semester in advance. Students also receive participation certificates from faculty. John thinks faculty would want to get involved particularly since it would involve a speaker series and a book. Lori said the event can be tied in to institutional learning outcomes. The college can conduct surveys

to measure if students learned something when the event is over. In order to identify one or two books that would connect with a speaker, the committee recommends the following:

1. Charge John Chavez and Jacquie Escobar with speaking to Academic Senate to surface prospective books/speakers.
2. Vicki Morrow will send a request through *Skyline Shines* inviting suggestions.

The committee will draft a one-page document that says what it plans to do and invite speaker and book suggestions, as well as any other suggestions. There was a discussion of whether the SEED Committee will be the working committee that works on this. John will talk to Betty Lindgren-Young to see how she coordinated the previous speaker series that was held. Amory will talk to students and Donna will speak with the Classified Council. Vicki would like the committee to focus on having a great event this first year, and not necessarily huge. The coordinators of the various clubs, such as BSU and Kababayan, can give involved if they would like. Vicki will send out a message announcing the event along with rough dates, the integration with curriculum, and it would invite suggestions on speakers, vendors, books, club activities, entertainment, etc. All suggestions for Diversity Days will be sent to Belinda Ho in the VPSS office.

#### Potential dates and location

Regarding potential dates for an outdoor event, Amory suggested that mid-September to mid-October are typically the best months weather-wise at Skyline and early in the semester following registration is the best time. It will be partly an indoor location as well as outdoor. Outdoor events may have to be held between Buildings 2 and 3. Vicki said she likes the idea of having it in the fall, but it will be happening a month or six weeks after school begins and we will need to ramp up quickly and a lot of the preparation and planning will need to happen this spring. The committee will establish a timeline and speakers will need to be lined up soon. The committee will need to tell faculty about the plan and see what kind of interest they have in participating in this kind of event. John suggests that Vicki incorporate this into her announcement. Vicki will draft the message and send it to SEED for their review. The committee will need to designate a coordinator of this event and will determine if there is a current staff person who could coordinate the event or if there are funds to pay someone. Vicki will speak to Cabinet. Amory suggests that a subcommittee be formed that would focus on specific areas such as faculty incorporation and entertainment with an overall coordinator.

#### Event topics

Amory would like to make sure the event covers topics that don't always get discussed such as interfaith, sexual orientation, ability, etc. Vicki said there is a local group, the Peninsula Clergy Network, which meets with civic leaders and talks about the skill of interfaith competency. The network's leader feels that the faith community is a group that is underutilized. Vicki asked if, against a broad backdrop, a discussion by the network leader be appropriate. Susan did not feel he is the appropriate speaker. Susan feels that having an interfaith discussion (including all groups represented, atheists, etc.) should be included and Amory suggests searching out a group that represents and

includes all spectrums. Amory knows an interfaith group out of Berkeley, which has made presentations both nationally and internationally. She will get some information. This topic will be discussed further as the committee moves forward with its planning. Lori suggested we include comedy troupes and Amory said there was a group here a couple of years ago and they were funny. Amory also mentioned that the Skyline GSA and they are going to be showing a film on the life of Bayard Rustin, a civil rights leader who was gay.

### Theme

The committee is considering a theme for the event. Donna Elliott proposed, "Diversity: the similarity and the differences." Vicki said if we select a work or two we might find a theme there. Lori said we want to have a comprehensive look at diversity. Vicki said there is a Chicano author of the book, *E Pluribus Unum*, and there was a concept in his writing that may fit our way of thinking. Susan will also research some ideas on themes. Vicki proposed that the theme be the same as our new Building 6 Student Center, which is the quote from Gandhi: "*You must be the change you wish to see in the world.*"

### Follows ups

- Vicki will draft the message that will be sent to faculty and staff
- Susan will find the scale from multicultural competency
- The committee will think about possible event themes
- Vicki will discuss the ways to organize the event with Cabinet
- A timeline will be developed at the next meeting
- The event will be discussed at future meetings of the Management Council, Academic Senate, Associated Students, and Classified Council
- Susan will bring a list of books and films the college has to the next meeting

**Next meeting: March 20**