

**Skyline College**  
**Stewardship for Equity, Equal Employment and Diversity (SEED)**  
**Advisory Committee**  
April 17, 2006

**MEETING MINUTES**

Members: Lori Adrian, Amory Cariadus, John Chavez, Donna Elliott, Jacquie Escobar. Recorder: Linda Ghio

Absent: Linda Allen, Susan Andrien, Vicki Morrow

**Review of March 20, 2006 minutes**

A correction was made on Page 1, under Planning for “Diversity Days,” second paragraph, last sentence, change text that reads “the ASSC” to “the Student Activities Office.” Corrections were made on Page 4: Revise sentence 5 to read MEET on Common Ground; change sentence 6 “the ASSC” to “the Student Activities Office”; and remove sentence 8. The minutes were approved with these corrections.

**Report from Academic Senate on “Diversity Days”**

John and Jacquie reported that they have been speaking with faculty about SEED’s proposed “Diversity Days” event. John attended the March 24<sup>th</sup> Academic Senate meeting where he gave a formal presentation about the background, concept, theme, possible dates, possible components, coordination, and funding including a mention about the President’s Innovation Fund . He also distributed the “Diversity Days” grid to the Senate. John told the senate that the SEED committee thought their participation was crucial and SEED is looking for their guidance. He asked them to identify a book or books that would pertain to the theme or suggested that they could sponsor part of the event such as a speaker, discussion or film. Their next scheduled meeting is on April 28 so John felt that his presentation was timely. He said the Senate was positive about the concept and wants to be involved. He left it up to the Academic Senate president, Carla Campillo, to continue the discussion. His perception is that people are not as engaged at this time of the semester because they are tired; no one “jumped at the bait.” He is not sure what the Senate will come back with, but he felt that their response was positive.. Subsequent to his presentation, John talked with Connie Beringer. She was very enthusiastic and is interested in identifying a book and would solicit feedback from the language arts faculty. He feels that, for most instructors, the fall deadline is too soon in terms of getting a book and meshing it in with the curriculum. Connie felt that this would be an issue too.

**Planning for “Diversity Days”**

Lori distributed a handout entitled, “The Campus Diversity Initiative: Current Status, Anticipating the Future” by Daryl G. Smith. She indicated that the SEED committee has an opportunity to leave a legacy by institutionalizing diversity at Skyline. Daryl Smith’s handout presents a Framework for Diversity on page 7, which the Committee reviewed. The Committee also reviewed the initiative processing on pages 3 to 4. John

asked if the campus diversity initiative is actually held on the Claremont Graduate University campus. Lori indicated that the James Irvine Foundation funds this initiative at private universities. John asked if there was an issue with diversity at private schools. Lori was unable to respond definitely. Dr. Smith's report provides a conceptual framework for institutionalizing diversity, even though some of the dimensions may not fully apply to Skyline. Skyline does have a diverse student body, but we need to ensure that the different populations are succeeding at the same level. Lori liked the idea that we give incentives to faculty to engage in scholarship to offer courses that would focus on diversity and also institutional viability. The diagrams on page 11 gives more detail on indicators of access and success, climate and intergroup relations, education and scholarship, and institutional viability and vitality.

After viewing this handout, Lori relayed Vicki's suggestion for the Committee to consider a focus on institutionalizing diversity, and to explore what the college could do that would make a difference and would leave a legacy for Skyline. Given the nature of the task ahead in terms of planning a meaningful and successful event, Vicki thought the fall date may be too soon. Lori recalled that the Committee initially considered a spring implementation date to coincide with the opening of the student center, but moved it back to the fall to take advantage of good weather. But to tie it in with curriculum, The Committee may want to rethink whether fall date is realistic

#### Finalize Dates

Lori asked SEED if "Diversity Days" should be a one-day event or an initiative with a variety of events held throughout the semester. She also said that the new student activities center opens in January 2007. Amory said that, in order for faculty to incorporate the program into their syllabi, the earliest possible date for holding an event is next spring. John agreed and said that was the indication he got from Connie Beringer. He suggested that the Committee pursue a Spring 07 implementation date for the diversity event in order to have time to do something in the fall to get faculty geared up, such as asking Vicki to incorporate this in her opening day announcement. He said there could be a small-scale event also in the fall, such as a breakfast. A suggestion was made to include it around an MOT or ASSC event. Both Donna and Amory agreed. Lori also liked the idea of asking Vicki to mention something in her opening day remarks.

Linda Allen could not attend the meeting, but provided her thoughts on how she would set things up to support Skyline's interest in equity, and equal employment and diversity in an email to Vicki, which Lori shared. The SEED committee was in agreement with Linda's comments. Jacquie asked how the Committee wants to define diversity. Lori suggested that Dr. Smith's framework provides one of the ways in which diversity could be defined, e. g. examining achievement gaps, graduation and success rates of some of our populations, as well as campus climate. There are other definitions and frameworks which the Committee may want to explore and discuss. The institutionalized effort makes it a broader framework. The framework Lori provided also looks at hiring and maintaining faculty of color. She asked whether this is something that the district EEOC has looked at and Donna said no.

It was suggested that it may be a good fall kick-off event to have a speaker in the Fall, as a prelude to the Spring event/initiative. Some members of the SEEED committee said it may be tight because of the district-wide opening day festivities held in the morning and the faculty meeting that is held after Skyline's opening day event. Donna felt it might be too much to add another speaker and she suggested identifying a date in the fall to bring in the speaker to kick-off the spring events. John agreed and Lori said the event could also include speakers in the spring.

The SEEED committee recommended the postponement of "Diversity Days" to spring 2007. Vicki could set the tone in her opening day speech and follow up in September or early October by bringing in a speaker to formally kick it off. Jacquie suggested that the Committee invite a speaker to participate in the dedication event when the new student center opens in January, but Amory said it should be a separate event from this. Lori suggested that the dedication event could be used as a venue for distributing programs about the upcoming diversity event. Amory and Jacquie liked the idea.

Potential dates were discussed. The spring semester begins January 16. Suggestions were the week of March 5-10 or March 12-17. Spring break is April 2-8. The week before spring break is problematic because there are too many exams. Two-day events could be on March 14-15 or March 21-22. The SEEED committee members will check with constituencies to see if there are conflicts. Linda Ghio will check the dates for conflicts with other campus events, EYH and WOW. A suggestion was made to do some flex day activities, such as a discussion about achievement gaps.

#### Preparation of draft program

The SEEED committee recommends that a chair is identified first and then invite that person to begin attending the SEEED meetings. The Chair can be involved in preparing the program and working with faculty to prepare spring course outlines. John said sometimes instructors do not find out what they are teaching until just before the break. It was suggested that someone from the district human resources be invited to make a presentation about what the District is doing to hire diverse staff.

#### Finalize the name for the event

Jacquie said the Committee may have to go back to identifying what is meant by diversity. Amory said "Diversity Days" works if we are doing an event, but if we are moving toward a campus initiative, a different name would be needed. Lori indicated her preference for the term "diversity," as opposed to others, because it is a broadly encompassing term. The following proposals for event/initiative themes were submitted:

Donna Elliott:	Skyline Diversity
Linda Ghio	Skyline Tomorrow
Jacquie Escobar:	The Diverse Faces (or Histories) of Skyline
Amory Cariadus:	Campus Diversity Initiative: Creating a Legacy of Achievement (which fits in with Skyline's tagline "Achieve")
Lori Adrian:	Creating a Legacy of Diversity

### Coordination responsibility

Lori shared with the committee a process that had been used by the Vice President of Instruction in terms of identifying a coordinator for the SLO project and professional development. She suggested that the Committee may want to consider and endorse a similar process, because it yielded excellent results. The process involved the creation of a job prospectus, sharing the job prospectus with the Academic Senate, and seeking the Senate's assistance in identifying interested and qualified individuals. The Senate ultimately submits a recommendation. If the Committee supports a similar process, Vicki would design a prospectus and submit to the Academic Senate. Vicki would identify funding to pay for the faculty coordinator. This is how SLO and professional development coordinators were "hired." Lori asked the committee if they were in support of the proposed process. The Committee endorsed the proposal.

Donna said she will help if she has time. Linda Allen, Belinda Ho, and Linda Ghio will help with support. A prospectus will be presented at the next meeting.

### What else

Identify a kick-off speaker for the fall and define diversity at the next meeting.

### **Review of "Diversity Days" grid**

Modifications were made to the grid and a revised handout was distributed to the committee.

### **Next meeting: May 15, 2006**

John will not be at May 15 meeting. Agenda items will include:

- Finalize prospectus for faculty coordinator
- Decide on kick-off speaker
- Define diversity
- Bring any contacts at other community colleges that may be doing the same efforts to support diversity issues (where resources are allocated)