

Skyline College
Stewardship for Equity, Equal Employment and Diversity (SEED)
Advisory Committee
May 15, 2006

MEETING MINUTES

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

Absent: John Chavez, Donna Elliott

Approval of minutes of April 17, 2006 meeting

A correction was made on page 4, paragraph 2, sentence 1. Eliminate the first part of the sentence that reads: "Jacquie offered to co-coordinate and" and begin the sentence with "Donna said she will help if she has time." The minutes were approved with this correction.

Planning for diversity event:

Determine event date for spring 2007:

Recommendations at the last meeting were to hold the event on either March 14-15 or March 21-22, 2007. The committee felt that holding an event on Wednesday/Thursday is good. Lori suggested Tuesday/Wednesday, which would be March 13-14 or March 20-21. The committee needs to determine the date before the next meeting. Vicki will send a message to College Council, Management Council, and the ASSC asking these groups to provide input on the date. Amory said that the ASSC leadership workshop would be held during the third week in March. Linda Ghio will check with the Public Information Office for the date of the 2007 Expanding Your Horizons. WOW is tentatively scheduled for March 3 and the President's Breakfast is March 22 and Vicki thought this would be a problem. The date could be moved to April, so Linda will find out when the district will hold its 25 Year Service Awards event, which was held on the last Thursday of April this year. Vicki recommended that we consider April 17-18, April 10-11 or April 11-12.

Coordination: Vicki drafted a job description for the diversity event coordinator position, which was emailed to the committee. Susan Andrien had suggested via email that we determine how much reassigned time we would put toward it. If we want this person to do a great job and shoulder a broader job in terms of diversity it should be 50%. Carla sent the description to the Academic Senate Council to review the process and she received editorial feedback and a suggestion that it be a 50% reassignment. She heard back from the officers, but not the membership so Carla will discuss it again this week to get a bigger buy-in. She will ask them to delegate to her the job of getting applications, culling down the list and forwarding the culled down list to Vicki. It may happen before the fall. A counselor or someone willing to take on extra hours may do it. Jacquie says

20% is good. Vicki said if we are thinking long term and bigger we will need more like 50%, but at present there is only funding for 20% through the grant funds. For now it could be Step 1 and 20%. Vicki would ultimately like to see a diversity coordinator hired over the long term. Eventually it should be put in the budget process.

The committee discussed whether or not a classified staff co-coordinator should be identified. Lori said there should be one classified point person that the faculty coordinator would work with and then that person could draw from other classified staff to assist. Linda Allen said if that one person is going to be doing the co-coordination, then there might need to be a shift in their day-to-day duties. Vicki said it is more problematic to back up a classified person than a faculty member. Linda said that the co-coordinator could designate what piece they want each person to help with. Linda said that if the faculty member is also a good time manager, they can pull it together. Lori suggested that SEED do the planning in the fall so we are looking just at implementation in the spring. She said that perhaps the administrators could come in and help in the spring. Susan Andrien said that perhaps TRIO staff could also help.

Vicki proposed that the faculty coordinator works the 20% this year and then plan to have a ramp up in the very next year. SEED agreed.

Title for the event: The committee considered whether a title should be created that would be used from year to year or change each year. Vicki thought that the book that is selected could drive the title for the event and the speaker. She asked Jacquie if the Academic Senate had made a recommendation on the book, and Jacquie said while they were supportive they had not made a firm suggestion on a book. She indicated that the book recommendation will probably come from Connie Beringer. The book needs to be chosen in the fall and implemented in the spring. Linda Ghio will ask Kevin Chak what the spring deadline is for faculty to order their books.

Discussion on diversity

Lori said that “Diversity Days” may not be a good choice because we want the name to work over the long term. At the April meeting, the committee brainstormed some titles and decided that the name needs to evoke longevity. The committee reviewed the list of proposals from April 17. Vicki asked if any of the suggested titles would be a standing title or a one-time title. Susan said if we define diversity first we may arrive at the title. The definition of diversity was discussed at the April meeting. The handout by Daryl G. Smith that was distributed at the April meeting gave one model of diversity. Susan said she liked it because it focused on student success. Susan also researched diversity discussions that other colleges have held. She read some of these descriptions from the University of Oregon, University of Colorado, North Carolina State and a college in Maryland. Vicki said that each one was carefully crafted and had something to recommend it.

Lori said she would like to know what is it we are talking about when we speak of diversity. Susan and Linda said we would want to know who we are reaching out to and how do we serve these groups that want to come to our college. Susan also said we want

to make sure that the people we want to recruit come here and once they are here, we want to make sure they are successful. Jacquie asked how we translate the idea of diversity into an activity that everyone can participate in. Linda felt that the topic of diversity is so broad and she proposed that we name our diversity day event and each year we focus on a different component. Lori said that maybe the first year would focus on what is diversity and what are all the different forms. Vicki said if we have the focus on improving the way the college integrates issues of diversity in every way, explore what those elements are, take the broadest look at it with the assumption of delving deeper with the passage of years, and measure student success and curriculum changes to make visible changes over time. She suggested having the definition flow out of the event by building a framework this year. Jacquie said she doesn't see how this would be something for students. Linda says that she doesn't see the students talking about curriculum but perhaps they would talk about campus climate. Susan agreed and said that maybe we are talking about two things at once: the broader initiative and the focused event.

Amory cited an example of an open classroom discussion that became a heated and offensive debate. She said we have to make sure that faculty are trained in how to deal with these situations and that they have the right tools to learn how to incorporate the topic into their class and be able to facilitate a discussion. Lori said this would be good to discuss with the coordinator. The coordinator could get their input in choosing a topic on which they are comfortable leading a discussion. Susan said she likes faculty choosing a topic in a dimension they are comfortable with and getting tutoring/training. Amory said it will depend on how much the Academic Senate wants to get involved. If there is not a big push, some faculty will incorporate the topic into their class, but not all will. If it is a success, it may encourage other faculty to participate in the next year. To select one book, Vicki said, would provide a clear, straightforward focus. The same book would promote the discussion in a variety of classes. In terms of what teachers do in the spring, Vicki thinks there are two aspects: some classes would pick up on the one book and others would try to knit that in with their discipline. If the event is designed to be the first phase of a diversity initiative it would allow the college to consider different aspects of diversity.

Workshop ideas: Vicki suggested some ideas for workshops that would address diversity and retention, campus climate, access, or cultural proficiency. Different teachers and students would focus on different aspects of diversity. Jacquie proposed that the coordinator help faculty integrate diversity into their curriculum and the SEEED committee liked the idea. Maybe the coordinator would hold a workshop in the fall and would also serve as a resource to faculty. Starting out with an event that is broad already helps to shape it in future years. Other workshop ideas could include:

- Cathy Hasson could conduct workshops on student surveys as a number of those responses are windows into what students think.
- How students see the campus
- The employee survey and their perspective.
- Achievement gaps, hiring practices and retention, and bring someone in from the district who has had success in hiring diverse staff.

Amory said that in addition to the speaker, we could encourage certain personalities or celebrities to participate so that students have fun and we attract them to the workshops. A suggestion was made to tie it in with Pilipino Cultural Night (PCN) and the committee liked the idea. PCN may be third week in April, could be April 21. Linda Ghio will check with Liza Erpelo to see if a spring date has been set. The spring dance concert is also representative of many cultures.

Working Title: Faces of Diversity was proposed by Vicki and SEED liked the idea. Vicki thinks this is a good draft for now. She wants it to be an ongoing title, connected from one to year to next and then have an annual title from year to year. Susan proposed "Achieving Diversity" which uses our tagline as well. Amory likes "The Faces of Diversity" as long as people don't focus in on faces and what people look like. Vicki also likes "Dimensions of Diversity." SEED decided that "Dimensions of Diversity" will be the draft working title as it is clear and it is accurate.

Jacque will ask Carla to include it in Friday's Academic Senate agenda.

Other community college contacts and diversity efforts: Vicki asked how different colleges are coordinating their efforts in terms of diversity. If Skyline institutionalizes diversity, what does it look like and how would it be incorporated. Vicki will research this and call her colleagues at other colleges. She suggests we discuss this and get the college to buy in to the idea before next year's budget process.

For Follow-Up:

- Vicki will talk to Connie Beringer about a book.
- Vicki will work with Carla Campillo on the coordinator position.
- Vicki will do web research on ways that diversity is coordinated at other colleges.
- The committee will work on date prospects.
- Lori Adrian and Linda Allen will work on potential speakers. Suggestions include Dr. Cornell West, Authors Toni Morrison or Alice Walker, Janice Mirikitani of Glide Memorial Church and WOW! keynote speaker. Linda Allen also suggested the keynote speaker from the CalWorks event. She will contact Pablo Gonzales to get the speaker's name and email it to Vicki.
- The SEED committee will need to communicate over the summer on these projects.

Next meeting

August 21, 2006