Meeting Minutes
Call to Order: 3:03pm

Introduction and Public Comments: No public comments were made. Jacqui Cain was introduced as a new Associate Faculty member. Quang-Minh Phan was introduced as the new ASCR Representative. A question was asked if the ASCR representative was a voting member or ex-officio. The MDC Bylaws describes the position as: The ASCR Student Diversity Coordinator who shall serve as a nonvoting, ex-officio member.

The October 3 and October 17 MDC minutes were approved

Action Items 4.1 and 4.2
Diversity Award and Draft: The committee discussed the attached descriptions of the MDC diversity award and the Nominee Support Form. The committee agreed that it was appropriate for the MDC chair to meet with the Vice President of Instruction and Student Services to discuss how the award can be reinstated. The committee also agreed that after a discussion with the VP, the chair should take the proposal to the full senate for discussion and ratification. Committee member Dave Bazard asked if the nomination form should include more details about the award process. MDC chair Deanna Herrera-Thomas stated that a description of the process including the deadlines and who was eligible for making the nomination and eligible for the award would be included with the nomination form.
The MDC members agreed to table action (approval) of the new form and award statement until the next meeting when a revised draft would be presented. Sean Herrera-Thomas made the motion and Dave Bazard seconded. The motion was unanimously approved.

Discussion Items:
LINK Student Union Progress: MDC Chair Deanna Herrera-Thomas updated the committee on progress that had been made to support the efforts of the LINK club (Liberty in North Korea). LINK is now a sanctioned CR club, and they are currently working with Deanna and the administration to organize a club sponsored speaker.

The Multicultural Heritage Calendar Progress: Cindy Hooper was absent so the details of the calendar were not presented. MDC Chair Deanna Herrera-Thomas provided some details regarding progress and soliciting the help of the IR Director to work toward establishing the calendar.

Relationship Assault Handbook: The MDC discussed a handbook that MDC Chair Deanna Herrera-Thomas had presented to the administration/expanded cabinet. The expanded cabinet had concerns regarding the use of pronouns and that the handbook assumed assaults were perpetrated by male assailants and others that were outlined by Deanna Herrera-Thomas concerning procedures and context. The MDC discussed how the language could be changed (or should be changed). Sean Herrera-Thomas noted that gendered dynamics of communications are important to address in respect to violence against women (in respect to campus talks on Rape Culture). Committee member Jacqui
Cain offered to reformat the document to satisfy the concerns. However, committee member Dana Maher cautioned that using descriptions such as victim and assailant may raise other issues. Deanna Herrera-Thomas will provide the expanded cabinet with context, history of process regarding the handbook and the gender neutral version.

Meeting Time and Scheduling: The MDC discussed the current meeting time and whether other possible times would work for most of the committee members. There was concern regarding obtaining a quorum for each meeting. A recent survey of the MDC members by the Academic Senate indicated that most members could meet at three 3pm time, particularly after other obligations at that time are concluded.

Equal Employment Opportunities Commission (EEOC) Advisory Committee Meetings: Sean Herrera-Thomas reported that Ahn Fielding rejected the MDC recommendations as being outside the purview of the charge of the EEO A Committee. Deanna Herrera-Thomas suggested that this topic be discussed at the next MDC meeting with a list of initiatives covered by the Strategic Equity in Hiring Plan to review if the recommendations are outside of the charge. The interpretation Fielding offers severely limits recommendations and subsequent actions that would increase diversity in the workforce.

The meeting was adjourned at 4:15pm.