The Multicultural and Diversity Committee  
A Standing Committee of the Academic Senate  
College of the Redwoods

**Guide for New Members**

Website: [http://www.redwoods.edu/mdc/MDC_homepage.htm](http://www.redwoods.edu/mdc/MDC_homepage.htm)  
Current Chair: Philip Mancus

**I. Mission Statement**

The mission of the MDC is to assist in the development of strategies to create campus environments that promote inclusiveness as an institutional and community value. This body recommends strategies that promote student equity and academic success through the methods of multicultural and diversity education. It also fosters the recognition of diverse groups, supports inter-group communication and works to promote equality. Additionally, the committee works to create a community that engenders social advancement by moving beyond passive tolerance to embrace diversity as a valuable resource to be preserved and extended.

**II. Governing Bylaws**

Section 9. Multicultural and Diversity Committee  
A. Membership: The term of each faculty and associate faculty member, including the chair, shall be two years, with staggered terms expiring July 1. The Committee shall consist of the following members:

1. The chair appointed by the Copresidents and confirmed by the Senate;  
2. At least three faculty appointed by the Copresidents;  
3. At least one associate faculty appointed by the Copresidents;  
4. Director of Human Resources who shall serve as a nonvoting, ex-officio member;  
5. President/Superintendent who shall serve as a nonvoting, ex-officio member;  
6. Liaison from Disabled Student Services who shall serve as a nonvoting, ex-officio member;  
7. Liaison from the Deans who shall serve as a nonvoting, ex-officio member;  
8. Liaison from Student Development who shall serve as a nonvoting, ex-officio member;  
9. Liaison from Residential Life who shall serve as a nonvoting, ex-officio member;  
10. At least one student who shall serve as a nonvoting, ex-officio member and;  
11. At least one community member who shall serve as a nonvoting, ex-officio member.  

B. Duties and Purposes:

1. To encourage the educational, vocational, and social value of a rich variety of backgrounds and perspectives to the students and the campus community;  
2. To work with the administration to review the Student Equity Plan;  
3. To assist Human Resources in the development and implementation of equity and diversity training for search committee members;  
4. To support multicultural and diversity training for all faculty;
5. To promote the retention of students, faculty, and staff of underrepresented groups on campus; and
6. To assist in the development of strategies to create a campus community environment that promotes inclusiveness as an institutional community value district wide.

III. Role In Institutional Planning
The MDC is specifically named in the three of CR’s planning documents, the Strategic Equity in Hiring Plan (SHP), the Equal Employment Opportunity Plan (EEOP) and the Student Equity Plan (SEP).

1) The SHP specifically directs us in the following:

d. Create and maintain a Diversity related web-page that demonstrates that CR is an institution that honors and welcomes diversity. The site will include statements underscoring the institution’s commitment to diversity. A statement provided by the president superintendent will be highlighted. This site will include links to relevant position openings, the Multicultural and Diversity Committee web page, the Student Equity Plan, the EEO Plan and the Strategic Equity in Hiring Plan. Additionally, this site will include links to websites which announce local cultural activities and resources and other promotional materials. The Multicultural and Diversity web page will be updated by the MDC annually.

   Web page with links will be created by Spring 2013. Responsible; Human Resources Director; President/Superintendent, Chair of the MDC.

j. The Multicultural and Diversity Committee will review curriculum offerings to determine courses (or additional courses) that would serve our underrepresented students and attract a diverse pool of instructors. The resulting list of courses will be sent to appropriate discipline experts, division deans, and directors to consider in course scheduling and course initialization. The list will also be sent to the Enrollment Management Committee for consideration. Chair of MDC and Senate Co-Presidents.
2) The EEOP specifically directs us in the following:

V. Advisory Committee

The district established Equal Employment Opportunity Advisory Committee assists the district in implementing its Plan. The Equal Employment Opportunity Advisory Committee shall be trained on the Plan itself and trained on equal employment compliance similar to training provided for hiring committees.

The committee shall include a diverse membership whenever possible. A substantial good faith effort to maintain a diverse membership is expected. If the district has been unable to meet this requirement, it will document that efforts were made to recruit advisory committee members who are members of monitored groups. The committee\textsuperscript{2} will be composed of:

- one faculty member appointed by the Academic Senate Co-Presidents,
- one faculty member appointed by the CRFO President,
- one classified staff member appointed by the CSEA President,
- one manager appointed by the Manager's Council,
- one representative from the Del Norte Education Center,
- one representative from the Mendocino Coast Education Center,
- one representative from the Multicultural and Diversity Committee,
- one member of administration appointed by the President/Superintendent,
- one student recommended by the ASCR President, and
- the Human Resources Director/Equal Employment Opportunity Officer, who also serves as the ADA compliance officer, serving as an ex-officio member.

The Equal Employment Opportunity Advisory Committee shall hold a minimum of two (2) meetings per fiscal year, with additional meetings if needed. The advisory committee shall review the annual diversity analysis and current EEO and diversity efforts, programs, policies, and progress. Due to the geographic size of the District, committee members may actively participate in meetings via telephone or web conferencing. When appropriate, the advisory committee shall make recommendations to the governing board, the President/Superintendent, and the Equal Employment Opportunity Officer.
3) The SEP specifically directs us in the following:

8. **Systematic Implementation of the Student Equity Committee Plan**: Establish standing committee to implement, update, and reevaluate the Student Equity Plan that reflects the highest levels of governance as recommended in the Student Equity Plan guidelines. This committee will be comprised of the following persons: the CR President/Superintendent; the Vice President of Instruction; the Vice President of Student Development; one additional member appointed by the College Council; a Senator chosen from the Academic Senate; a **Multicultural and Diversity Committee representative**; a representative from the Institutional Research Office; and one Dean of Instruction. This committee will invite an ASCR student representative. This committee will provide direction to the program, will identify internal and external funding sources, and assess progress towards achieving specified goals and implementing activities. The Student Equity Committee Chair will report on the progress of the Student Equity Plan to the College Council, the Academic Senate and the Board of Trustees annually.

Each governance body receiving the report will make recommendations to the Student Equity Committee regarding enhancing the implementation and forward progress of the plan. The chairperson of this committee will be appointed by the CR President/Superintendent. Responsibility for implementing the Student Equity Plan will be shared across campus departments and units but will be overseen by the Student Equity Plan Committee. The 2012 Student Equity Plan will be made available on the College of the Redwoods website in order to assure accessibility for reporting and accountability. Data on equity indicators provided from Program Reviews will be made available to the committee in order to support data driven practices.

**Activities to Increase Course Completion for All Groups**

Continue to explore and institute curriculum changes to increase multiculturalism and awareness.

1. Explore various ways to enhance the curriculum to reflect changing needs of students in such areas as applied learning.
2. Promote diversity and common ground requirement consistent with articulation criteria at Humboldt State University to create a complete transfer package and to increase retention of all students.
3. Promote professional development activities for faculty on outcome based research revealing a positive correlation between multicultural curriculum infusion and student success.

Responsible: President/Superintendent, Co-Presidents of Academic Senate, Vice President Instruction, Chair of Curriculum Committee and **Chair of Multicultural and Diversity Committee**