REDWOODS COMMUNITY COLLEGE DISTRICT
Meeting of the
Multicultural and Diversity Committee
Of the Academic Senate

Eureka:  7351 Tompkins Hill Road, Room CA100
900 Alpha Street, Eureka 95503
41341 Harris Ranch Road, Point Arena, CA 95468
883 W. Washington, Rm., Crescent City, CA 95531 Room E-3

Friday, November 1, 2013
11:15 a.m. – 12:30 p.m.

Minutes

1. Call to Order
The meeting was called to order at 11:37.  Cindy, Dave, Philip, Deanna, Lora present. Julie called in at 11:45PM. Absent: Justine.

2. Introductions and Public Comments: Members of the audience are invited to make comments regarding any subject appropriate to the Multicultural and Diversity Committee.
There were no public comments.

3. Approve the October 18, 2013 Meeting Minutes
Motion to approve by Dave, seconded by Lora. Minutes passed as written without objection.

4. Action Items
4.1 Recommendations to the Enrollment Management Committee and Appropriate Parties
(Attachment)
Deanna moved to approve, Dave seconded. Discussion: The question was raised as to why SOC 13 was not on the list of courses to offer. The chair replied that at the last meeting of the MDC the committee discussed not including this course because it was currently being rewritten by authoring faculty who expressed concerns that without a rewrite it would be inappropriate to offer. It should have been included among the list of recommend courses in the minutes, but changing the record of the minutes would take another motion. After discussion the committee agreed to leave it off of the list for now. The chair raised the question about whether or not the list was missing input from other discipline faculty, particularly CTE faculty that may recommend courses that they teach. Members suggested that this concern could be addressed by putting out a call to the faculty, but that this would need to be done at a later stage. Roll call vote: Deanna Yes, Dave Yes, Lora Yes, Cindy Yes. Motion passed. The chair stated that he would forward the list to the EMC.

5. Discussion Items
5.1 Diversity Training (Attachment)
Deanna introduced the attached document to the committee ("Training Topics for Discussion."). She noted that the list served to organize in one document the range of possible diversity training that the college could engage in. It was noted that some of the items could already be integrated into and to some extent already reflected the current practice of using program review as the arena for requesting faculty development funding and that diversity education was one of the criteria used there. Discussion ensued as to how best advocate for diversity training in the district. It was raised that support should come from the administration as well as the Academic Senate. It was suggested that there should be tangible support for faculty seeking development funding who would attend diversity training events that they could then share with colleagues at home. Discussion followed that different types of training could be useful, including the sharing of classroom strategies and raising awareness about the Student Equity Plan, as examples. A two pronged approach was discussed: one direction to advocate for faculty training and one for global,
institution wide training. The MDC member representatives to the SEC and EEOAC were both advised to make these suggestions to their respective committees and the chair was advised to reach out to the Office of Instruction and Student Development. The chair agreed to discuss with the senate copresidents appropriate and effective strategies for accomplishing these goals. The suggestion was made of conducting research to gather information about best practices in diversity training to recommend, including information that could go to a (potential) Multicultural and Diversity Virtual Resource Center (website). It was noted that the responsibility for employee training lay with Human Resources. A comparison with HSU was made: It was reported that at HSU the introduction of mandatory compliance awareness training for all faculty resulted in successful recruitment this year of a quite diverse faculty cohort. The suggestion was made that issues regarding the MDC’s role with respect to training and HR’s purview could be addressed at the EEOAC by our representative.

The discussion shifted to reflecting on the use of outside trainers, in light of the experience of bringing Jessica Pettitt to the Eureka campus. There was lack of clarity for some about the overall effectiveness of that event in terms of skills and tools that one could take to the classroom and it was reported that students also expressed confusion about the overall purpose of the event. The point was made that using institutional sources for training support might be less expensive and gain more traction. A suggestion was made that other constituents, including coaching staff and students, could be brought into the planning and deliberative process, for example in a panel discussion format.

The chair requested that members forward any ideas about training they may have to him so that they could be included in the Training Document. The chair agreed that at the next meeting of the MDC the following items would be on the agenda for discussion: faculty training, Equal Employment Opportunity Committee sponsored training, and Student Equity Committee sponsored training. A request was made to add “identity and labeling” and “racism” to the Training Document. A request was made to add to the agenda a discussion item on recommendations for adding diversity back into Course Learning Outcomes. It was agreed that training related discussion items would take precedence on the November 15 agenda.

The rest of the agenda was tabled secondary to the need for members to move on to other commitments. The meeting adjourned at 12:40 PM.

5.3 Securing a Permanent Funding Pool for Diversity Related Events
5.2 ESL/ESOL Course Offerings.

6. Reports
   6.1 ASCR report
   6.2 Latino Film Festival
   6.3 Planning Committee Reports

7. Announcements/Open Forum

8. Adjournment

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Next Meeting:
Friday November 15, 2013