Minutes

1. Call to Order

   The meeting was called to order at 12:30 PM with Cindy, Dave, Deanna, Justine, Lora and Philip in attendance. Julie arrived at 11:55 PM. Absent: Toby.

2. Introductions and Public Comments

   Members of the audience are invited to make comments regarding any subject appropriate to the Multicultural and Diversity Committee.

   No public comments.

3. Approve the November 1, 2013 Meeting Minutes

   Upon a motion by Dave with a second from Cindy, the minutes were approved as written without objection.

4. Action Items

   There are no action items at this time

5. Discussion Items

   5.1 Academic Senate Sponsored Faculty Diversity Training

   Members discussed the role of the MDC with regard to Academic Senate sponsored training and explored options that could be taken to promote faculty diversity awareness training. Current, informal activity by the Psychology discipline faculty to assist science faculty with awareness of classroom dynamics was brought up as a potential model for ‘in-house’ activities that the senate could sponsor and that the MDC could assist and/or eventually direct. Incentives for faculty were discussed, including flextime for attendance. A broader discussion ensued about how to situate the MDC in the larger process of Program Review because that is one place where faculty are making diversity-related requests of the college. The issue of funding came up and members discussed the need to address at an institutional level funding for diversity at the same time as making concrete proposals for a process of carrying out diversity training. The committee explored several pathways for doing this and the MDC’s role in that.

   Second, members discussed ways that the MDC could promote awareness of the Student Equity Plan so as to make people cognizant of the plan and aware of the college’s accountability in carrying out the plan. Three proposals to do this included: educating colleagues on the plan itself, the data, and how it works so as to make it visible; holding institution-wide training with discussion on student equity indicators, potentially at convocation; and education on how the plan relates to Program Review, for instance in the form of a live slide presentation using equity indicators to show colleagues how they can integrate SEP goals and student equity data into their programs review. A query came up about whether or not student services was conducting student exit interviews and if questions regarding diversity and equity were part of those interviews.
The chair will discuss with the Vice-President of Instruction and Student Development and with the Academic Senate co-presidents the issue of establishing a permanent process for requesting, sponsoring, providing, and funding diversity training as part of the overall integrated planning model and to determine the MDC’s role in that endeavor.

5.2 Equal Employment Opportunity Committee Sponsored Diversity Training
The MDC rep to the EEO announced that the first meeting of the EEO Council would be held in five days hence. She would bring training ideas from the MDC to that meeting and report back at the next MDC meeting.

5.3 Student Equity Committee Sponsored Training
The MDC rep to the SEP announced that the first SEP meeting was to be held in December. He would bring ideas from the MDC to that meeting and report back at the next MDC meeting.

Diversity related outcomes at the course level. At the request of members, the committee discussed the idea of requiring diversity-related course learning outcomes on newly written or revised course outlines, were appropriate. The MDC could recommend to the Curriculum Committee new policy on course outcomes. The issue of aligning CR’s course outlines with the C-ID system was raised. Last year’s recommendations for a Diversity and Common Ground requirement were noted, and the action that the CC took on those recommendations was discussed. The chair of the CC will be invited to the next meeting of the MDC to discuss this issue.

5.4 Securing a Permanent Funding Pool for Diversity Related Events
No discussion.

5.5 ESL/ESOL Course Offerings
Mike Clark of the ESL community ed program will be invited to present information related to that program at the next MDC meeting.

6. Reports
6.1 ASCR report
There was not ASCR representative at the meeting.

6.2 Latino Film Festival
Julie showed the new fliers for the 16th annual Latino Film Festival, to be held March 4, 5, 6. She reported that SPAN 99 on the CR side was not yet staffed and those details were currently being worked out. She requested that we help to spread the word about the festival.

6.3 Planning Committee Reports
Nothing to report at this time

7. Announcements/Open Forum
No announcements.

8. Adjournment
Meeting adjourned at 12:40 PM.

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Next Meeting:
Friday December 6, 2013