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.

Minutes

1. Call to Order

Meeting was called to order at 11:41 AM. Present: Julie Raich, Kristy Carlsen, Dave Bazard, Sean Herrera-Thomas, Cynthia Hooper, Deanna Herrera-Thomas

2. Introductions and Public Comments: Members of the audience are invited to make comments regarding any subject appropriate to the Multicultural and Diversity Committee.

Public comment made by faculty member Dana Maher, who announced her interest in being a member of the committee and an opportunity for women who are interested in gaining leadership training to enter into politics through Emerge California.

3. Approve the May 4, 2014 Meeting Minutes

Cynthia Hooper stated that she approves of the meeting minutes however, her name should be corrected as Hooper from Hooper-Wiedel as indicated. Deanna Herrera-Thomas made change and with this Dave Bazard moved, Sean Herrera-Thomas second; minutes were thereby approved unanimously by all present.

4. Action

No Action items to present.

5. Discussion
5.1 Debrief trainings provided by the MDC at Convocation. Deanna Herrera-Thomas noted that the trainings were well received by those who attended them. Furthermore, she noted that at the Senate retreat she attended in her position as Senate representative, that one initiative the Senate will be focusing on is creating a structure to provide trainings during regular faculty meetings, and she suggested at the Senate retreat that follow-up trainings can be provided by the MDC at faculty meetings. Many faculty members requested additional trainings directly to Deanna Herrera-Thomas. Dave Bazard asked Deanna Herrera-Thomas if she had received the evaluation forms from the Convocation Committee, and she replied that those were not made available to her. Deanna Herrera-Thomas agreed that this is important to look into, in order for the MDC to make use of the feedback. Dana Maher mentioned that Angelina Hill the IR Director houses the evaluations. Deanna Herrera-Thomas offered to look into obtaining aforementioned feedback forms. Later in the meeting Julie Raich indicated that colleagues from the English Department were very interested in the trainings and would like additional information regarding the training on “Creating a Supportive Classroom Environment for Underrepresented Students.”

5.2 Planning for the fall of 2014
Members indicated a desire to make available meaningful referral information to staff, faculty and students regarding diversity related resources. Kristy Carlsen noted that this information is very difficult to access, as is information in general regarding campus units and Dana Maher concurred that there is a lack of information provided to incoming faculty regarding student services units in a broader sense. Dana Maher noted that HSU provides this information and this is provided in posters and other media forms. Deanna Herrera-Thomas noted that this activity intersects with earlier activities the MDC has acted upon; such as creating a multicultural heritage calendar on the main CR webpage and this could include a tab for resources. Dana Maher stated that a poster handy in classrooms would make the information more accessible. It was agreed by Julie Raich that HSU does a good job with creating formats to access information and that ESL information could be included. Julie Raich offered to send Deanna Herrera-Thomas a template from HSU. Deanna Herrera-Thomas noted that Cynthia Hooper was voted as a representative to the CR webpage committee as a designated representative of the MDC and that this is something she could forward to the committee. Cynthia Hooper agreed to follow up. Another topic addressed was how the MDC could strategize to gain back funding for the stipend award given to the winner of the Diversity Award. Deanna Herrera-Thomas said that funds began at 2,000.00 and that this was in response to recommendations made by the MDC and to the Senate ten years ago. Deanna Herrera-Thomas went on to state that these funds have been shrinking over the years to now a total of zero dollars. Cynthia Hooper offered advice as to how to access the funds and she said that she would support the MDC in following transparent procedural paper trails to find out what has happened to this funding. Deanna Herrera-Thomas furthered that Ahn Fielding the acting HR Director never offered reasons for why the funding was stopped but that it was stopped over two years ago. This is one activity that the chair of the MDC and the MDC as a committee will investigate; in order to re-establish the award funding to demonstrate the commitment CR has to promoting and supporting diversity. Other awards given to faculty and classified employees during Convocation are funded. Cynthia Hooper offered that another action worthy of pursuing is to promote widespread announcements of faculty positions in professional outlets for specific fields to widen the net of applicants for all positions, including associate faculty positions. As EEOC representative Deanna Herrera-Thomas will follow up with the EEOC at the next meeting scheduled for Sept. 25, 2014.

6. Reports
6.1 SEP Since no SEP representative was in attendance, Deanna Herrera-Thomas brought to the attention of the committee that the SEP would be reported on at Senate. She stated that she had helped with the final draft and included many activities and she was assured by the Chair of the SEP committee that her changes were included in the document. Deanna Herrera-Thomas asked committee members to read the SEP and to make suggestions and comments that could be forwarded to the Senate.

7. Announcements/Open Forum
7.1 Philip Mancus is no longer an MDC member and Dana Maher’s name will be forwarded to the Senate Co-Presidents as a new member of the MDC; for their approval and subsequent appointment.

Adjournment 12:45 PM