



**Notes**

**Diversity, Equity & Inclusion Taskforce Meeting**  
**Thursday, April 28, 2011, 1:30pm – 3:00pm**  
**Cuyamaca College LRC Room C-145**

Present: Danene Brown, Janet Castanos, Carlos Contreras, Wendy Corbin (for Yvette Macy), Amber Hermann, Nancy Jennings, Linda Jensen, Raad Jerjis, Anne Krueger, Cindy Miles, Alicia Munoz, Arleen Satele, Francis Steindorf, Barbara Takahashi, Pamela Wright

Absent: Agustin Albarran, Jerry Buckley, Maggie Gonzales, Yvette Macy, Sue Rearic

NEW BUSINESS	Follow-Up/Action
<p>1. <b>Review Committee Charge and Structure</b> (Writing Team: Herrmann, Jennings, Jerjis, Krueger, and Wright)</p> <ul style="list-style-type: none"> <li>▪ Review second draft of taskforce charge and structure</li> </ul>	<p>Chancellor Miles opened with review of last month’s minutes and opened dialogue about the history of this task force, including PowerPoint presentation by Amber Hermann.</p> <p>The group did a careful review of the draft of the taskforce charge and committee structure, and revised Charge was approved (below). Committee structure, chair and composition were all approved.</p> <p><b>Diversity Equity and Inclusion Committee Charge:</b> “The charge of the Diversity Equity and Inclusion Committee is to build a culture of inclusivity that promotes a global consciousness in the college district and community. Our objective is to provide a welcoming environment that fosters cultural competence, equity and respect for all employees and students.</p> <p>The committee is responsible for assessing progress and disseminating information regarding diversity and equity; recommending meaningful strategies for improvement; overseeing the implementation of the charge districtwide, and ensuring compliance with relevant laws and regulations.</p> <p>The committee is also responsible for writing plans in accordance with Title 5 or other federal and state regulations and the district Diversity Vision and Mission <a href="http://www.gcccd.edu/hr/diversity/es-diversity-vision-test.asp">http://www.gcccd.edu/hr/diversity/es-diversity-vision-test.asp</a>. The Diversity Equity and Inclusion Committee promotes acceptance of people of diverse age, ancestry, color, disability, ethnicity, perspective, national origin, religion, gender, sexual orientation, education and socioeconomic status. The goal of the Diversity, Equity and Inclusion Committee is to create an inclusive environment in the GCCC District and to honor the importance of differences in others.”</p>
<p>2. <b>Committee Governance Process– Next Steps</b></p> <ul style="list-style-type: none"> <li>▪ Writing Team review of councils and committees presently listed in the</li> </ul>	<p>Request for Committee will go to DCEC and District DEC for approval, along with the PowerPoint. Then to Academic and Classified Senates and to constituent groups. If approved, committee should be ready to start July 1, 2011.</p>

<p>shared governance handbook</p> <ul style="list-style-type: none"> <li>▪ Writing Team recommendations re grant funding for a Diversity Center</li> </ul>	<p>Recommendation re grant funding for a Diversity Center was deferred to next meeting.</p>
<p><b>3. Cultural Competency</b></p> <ul style="list-style-type: none"> <li>▪ Training for DEI Taskforce <ul style="list-style-type: none"> <li>○ Undertake a cultural competency training first for our group (involving a personal pre-assessment), then for others. Date for training for our group was set for June 3, 2011. Francis Steindorf, Raad Jerjis, Janet Castanos, Arleen Satele and Danene Brown volunteered to plan the retreat.</li> <li>○ Offer a workshop to faculty/staff during Summer Institute. Later, possibly a half-day workshop during Fall Professional Development or Convocation for all staff.</li> </ul> </li> </ul>	<p>Options for DEI Retreat (including cultural competency training) were discussed by Planning Group. Since funding is limited, it was agreed that in-house experts would be invited to lead. Copies of Dr. Frances Kendall's book, <i>Diversity, White Privilege and Organizational Change</i>, will be purchased for the planning group to review.</p> <p>DEI Retreat will be Friday, June 3<sup>rd</sup> at Grossmont College from 8:30am – 5:00pm (lunch provided). Details to follow.</p> <p>Discussion on Summer Institute workshop deferred to next meeting.</p>
<p><b>4. 2011-12 DEI Action Plan and Evaluation System</b></p>	<p>Deferred to next meeting.</p>
<p><b>5. Next Steps</b></p> <ul style="list-style-type: none"> <li>▪ Next Meeting: The next scheduled meeting is May 19th from 1:30 – 3:30 p.m. CC LRC Conference Room C-145.</li> </ul>	<p>Details of DEI Retreat will be presented at May 19<sup>th</sup> meeting.</p> <p>Next meeting is confirmed for <b>May 19, 2011</b>; meeting room is reserved.</p>

Adjourned: 3:07 pm