



Notes

Diversity, Equity & Inclusion Council Meeting

Thursday, October 4, 2012, 2:00 p.m.
District Annex Conference Room

Attending: Agustin Albarran, Danene Brown, Selam Gebrekristos, Linda Jensen, Raad Jerjis, Anne Krueger, Cindy Miles, David Milroy, Leonor Perez, Sandy Rosenthal, Arleen Satele, Pamela Wright
Absent: Carlos Contreras, Nancy Jennings, Tim Corcoran, Alicia Munoz, Victoria Simmons, Roxanne Tuscany

| NEW BUSINESS | Follow-Up/Action |
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| <p>1. Review September 6, Notes</p> | <p>Revised notes were approved by the members and posted to the DEI webpage. Dr. Miles announced the DEI Council is now included in the Governance Structure Handbook and welcomed Selam to the council.</p> |
| <p>2. DEI Strategic Plan</p> | <p>Leonor reviewed the DEI Strategic Plan and explained revisions:</p> <ul style="list-style-type: none"> • The narrative was revised by editing out the demographics and adding the EEO Plan • The 2011/2012 accomplishments column was added <p>Action</p> <ul style="list-style-type: none"> • Members were asked to review and submit suggestions to for the language to Leonor • Chancellor Miles suggested indicating which subcommittee is responsible for each goal • Council members are to consult with their subcommittees for 2011/2012 accomplishments and submit them to Leonor by Thursday, October 18. Planned activities should match the goals. |
| <p>3. Revise Council Charge–EEO Advisory EEO Plan (Simmons)</p> | <p>Deferred.</p> |
| <p>4. Report on <i>Highlighting Prior Year Achievements</i> for November 13, Board Workshop (Perez, Satele)</p> | <p>Leonor and Arleen will use the 2011/2012 achievements in the Strategic Plan to prepare for the Board presentation.</p> |
| <p>5. <i>ACE At Home in the World</i> follow-up (Albarran, Brown, Krueger)</p> | <p>Agustin reported on the Aug. 21, 2012, virtual meeting and discussed the Virtual Meeting Summary. He also displayed the Virtual Meeting of the AHITW Learning Community PowerPoint, developed by Agustin, Danene, and Anne. The AHITW closing meeting will be on May 4-5, 2013, in Washington, D.C. Our closing project is due on Mar. 1, 2013, and is to include:</p> <ul style="list-style-type: none"> • Project goals • Campus team names and titles |

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| | <ul style="list-style-type: none"> • Synopsis and what was learned • Campus dialogues/meetings/conversations • Successes achieved • Description of process involved • Suggestions to other institutions • Overview of the plan <p>Action</p> <ul style="list-style-type: none"> • Nov. agenda item: Identify AHITW goals in the Strategic Plan • Post Virtual Meeting Summary and PowerPoint to the DEI webpage [Sandy] |
| <p>6. Subcommittee reports:</p> <ol style="list-style-type: none"> a. <i>Catalog Existing Resources</i> (Albarran, Brown, Jensen) b. <i>Climate Survey</i> (Wright, Brown, Munoz, Weiner-invitee) c. <i>Communication</i> (Jennings, Contreras, Krueger, Rosenthal) d. <i>Curriculum</i> (Contreras, Albarran, Jerjis, Brown, Jennings, Tuscany) e. <i>Developing a World Class Workforce</i> (Satele, Wright, Corcoran, Ingram) | <p><u>Catalog Existing Resources:</u> Danene presented a Washington State University mapping document and suggested the council use it as a model to collect data from faculty and staff districtwide to capture activities, meetings, and programs. The matrix will show what has been done and what still needs to occur, and will also serve as a useful communication tool. Danene suggested having examples under each category with a narrative on generating the form and committee members will attend site committees meetings to add data.</p> <p><u>Climate Survey:</u> The subcommittee will analyze the survey data and present a preliminary analysis at the next meeting.</p> <p>Action A copy of the survey to council members [Pam] Survey will be posted to the DEI webpage [Sandy]</p> <p><u>Communication:</u> The next meeting is on October 15.</p> <p><u>Curriculum:</u> The subcommittee is in the beginning stages of developing a "Global Studies" degree and a diversity requirement for graduation at both campuses. These will be included in the curriculum packet that goes to the Board in May, 2013. Dr. Miles suggested identifying the multicultural classes in the catalog.</p> <p><u>Developing a World Class Workforce:</u> Arleen is working with Victoria to complete the on-boarding packet that will include DEI information. Ideas for the packet:</p> <ul style="list-style-type: none"> • Campus departments visits for new employees • Flex week orientation for new and old employees • Post electronically • DEI mentors • Written welcoming statement from the Chancellor or video |

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| <p>7. Reports: Site DEI Committees</p> <ul style="list-style-type: none"> ▪ Cuyamaca College ▪ Grossmont College ▪ District Services | <p><u>Cuyamaca:</u> A contemplation room located in the Student Services Building and unisex bathrooms in the H and E Buildings are completed and will be shown on the campus map. Student Services and ASGCC sponsored Diversity Dialogue and College Hour events. There is a new LGBT Club with Nancy Jennings as advisor. The committee is working on their webpage.</p> <p><u>Grossmont:</u> The committee reviewed the charge and communicated with Academic Senate the need for more members. They discussed ACE and a cross-cultural space. David discussed possibly surveying students, but was encouraged to wait for the campus survey results. Selam spoke about peer counseling. David proposed having a spring film event, <i>The Anatomy of Hate: A Dialogue for Hope</i>, in conjunction with Cuyamaca College or another district to possibly reduce the cost.</p> <p><u>District Services:</u> The next site committee meeting is on October 9. DEI bulletin boards were placed in the District Offices North and South.</p> |
| <p>8. Next meeting: Thursday, Nov. 1, in the Cuyamaca LRC, Conf. Room C-145</p> | |

| <u>Subcommittees</u> | |
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| <ul style="list-style-type: none"> ✚ ACE <ul style="list-style-type: none"> ○ Danene Brown ○ Agustin Albarran ○ Anne Krueger ✚ Catalog Existing Resources <ul style="list-style-type: none"> ○ Agustin Albarran ○ Danene Brown ○ Linda Jensen ✚ Climate Survey <ul style="list-style-type: none"> ○ Pam Wright-Chair ○ Danene Brown ○ Lauren Weiner ○ David Milroy ✚ Communication <ul style="list-style-type: none"> ○ Nancy Jennings-Chair ○ Carlos Contreras ○ Anne Krueger ○ Sandy Rosenthal | <ul style="list-style-type: none"> ✚ Curriculum <ul style="list-style-type: none"> ○ Carlos Contreras-Chair ○ Agustin Albarran ○ Raad Jerjis ○ Danene Brown ○ Nancy Jennings ○ Roxanne Tuscany ✚ Developing a World Class Workforce <ul style="list-style-type: none"> ○ Arleen Satele-Chair ○ Pam Wright ○ Tim Corcoran ○ Victoria Simmons ○ Selam Gebrekristos |