



**GCCCD VISION, MISSION, AND VALUE STATEMENT**

*VISION: Transforming lives through learning.*

**MISSION:** Provide outstanding learning opportunities that prepare students to meet community needs and future challenges of a complex, global society.

**VALUE STATEMENT:** Cultivate a student-centered culture of excellence, trust, stewardship, and service.

## Diversity, Equity & Inclusion Council Meeting

### Meeting Notes

Thursday, October 3, 2013, 2:00-3:30 p.m.  
Grossmont College District Annex Conference Room

Cindy Miles/Chair	Chancellor	DS	<input type="checkbox"/>	Lauren Vaknin	Associate Dean Of Student Affairs	CC	<input checked="" type="checkbox"/>
Anne Krueger	Communications & Public Information Director	DS	<input type="checkbox"/>	Linda Jensen	Sr. Director Fiscal Services	DS	<input checked="" type="checkbox"/>
Arleen Satele	VP Administrative Services	CC	<input checked="" type="checkbox"/>	Marsha Edwards	VCHR	DS	<input checked="" type="checkbox"/>
Carlos Contreras	History Professor	GC	<input checked="" type="checkbox"/>	Pam Wright	Institutional Research Planner	DS	<input checked="" type="checkbox"/>
Christopher Tarman	Int. Sr. Dean Research Planning & Institutional Effectiveness	DS	<input checked="" type="checkbox"/>	Pat Setzer	Interim VP of Instruction	CC	<input type="checkbox"/>
David Milroy	French Instructor	GC	<input checked="" type="checkbox"/>	Raad Jerjis	Counselor	CC	<input checked="" type="checkbox"/>
Howard Irvin	Int. Dean Counseling & Enrollment Services	GC	<input checked="" type="checkbox"/>	Sandy Rosenthal	DS DEI Committee	DS	<input checked="" type="checkbox"/>
				Selam Gebrekristos	Scholarship Specialist	GC	<input type="checkbox"/>

New Business	Follow-Up/Action
1. Welcome new DEIC members from Grossmont & Cuyamaca DEI committees –Howard Irvin and Lauren Vaknin	Marsha introduced herself and chaired the meeting. Marsha and the council welcomed new members Lauren and Howard.
2. DEIC Communique a. Draft DEIC Communication to District b. Changes in DEIC website ( <i>Krueger</i> )	The Communication subcommittee will work on the draft to the District.
3. EEOC Advisory Committee a. Draft message to increase diversity in applicant pools ( <i>Satele, Edwards</i> ) b. EEO Training for screening committees c. Review data on Middle Eastern Students( <i>Tarman</i> ) d. Climate Survey ( <i>Tarman/Wright</i> )	<ul style="list-style-type: none"> <li>Marsha and Arleen are working a draft message regarding the diversity in applicant pools, and Selam is updating the addresses of community organizations.</li> <li>Marsha will provide screening committee training at the next Workforce Subcommittee meeting in preparation for presentations.</li> <li>Chris explained there is not a way to pull data on Middle Eastern students as that category was not broken out in applications. Changes could be made on employee applications with the help of the Information Systems and Admissions &amp; Records Departments, but not on the student applications as they are prepared by CCCApply.</li> <li>Chris gave the council a quick look at the draft District Climate Survey and said he will bring back after discussing further discussion. He suggested having fewer questions and analyzing the current questions to either reword or remove them for the Spring survey.</li> </ul>

	<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• Marsha and Arleen will have a draft of the diversity in applicant pools message for review at the next council meeting.</li> <li>• At the next Research Committee meeting Chris will discuss breaking out more categories in the applications.</li> <li>• Chris to meet with Dr. Miles and the communications subcommittee to discuss the District Climate Survey and incorporating it into the DEIC communication to the District.</li> </ul>
<p>4. Subcommittees:</p> <ol style="list-style-type: none"> <li>Student Access, Equity, Success (<i>Irvin, Milroy</i>)</li> <li>Cultural Competency and Culture of Inclusion (<i>Edwards, Milroy</i>)</li> <li>Communication (<i>Krueger, Rosenthal</i>)</li> <li>Developing a Diverse World-Class Workforce (<i>Edwards, Satele, Wright, Gebrekristos</i>)</li> <li>DEI Research (<i>Tarman, Wright</i>)</li> </ol>	<p>Arleen discussed the World Class Workforce chart, which is on the <a href="#">DEIC web page</a>.</p> <p>The other subcommittees have not met since the last DEIC meeting.</p>
<p>5. Committee reports:</p> <ol style="list-style-type: none"> <li>Cuyamaca</li> <li>Grossmont</li> <li>District</li> </ol>	<p>The Cuyamaca Committee went over programs, Diversity Dialogues, and the Cultural Competency Student Institute's workshops held every other week with the next one on October 9.</p> <p>The Grossmont Committee is recruiting new members and announced their new meditation area in the Student Center with possibly a second one in the gym. Assembly member Shirley Weber will be at Grossmont College on November 7 to meet with GC DEI Committee.</p> <p>The District Committee did not meet in September, however Linda mentioned the Employee Spotlight is still in effect but has not received any new spotlights.</p>
<p>6. NEH Seminar recap "African American History &amp; Culture in the Georgia Lowlands" (<i>Contreras</i>)</p>	<p>Carlos showed a power point of the seminar he attended during the summer. He will be making this presentation to the history faculty, as well as during Professional Development Week.</p>
<p>7. Other business</p>	<p>Linda proposed stepping down from the council to give others a chance to participate. She will discuss with Sue Rearic about recommending Karen Kline, Co-Chair of the DS DEI Committee as her replacement.</p>
<p>8. Next meeting</p>	<p>Thursday, November 7, Cuyamaca Library Room C-145</p>

<p><b>Subcommittees</b></p> <ul style="list-style-type: none"> <li>▪ Student Access, Equity, and Success <ul style="list-style-type: none"> <li>▪ Howard Irvin</li> <li>▪ David Milroy</li> </ul> </li> <li>▪ Cultural Competency and Culture of Inclusion <ul style="list-style-type: none"> <li>▪ Raad Jerjis</li> <li>▪ Selam Gebrekristos</li> <li>▪ Lauren Vaknin</li> </ul> </li> <li>▪ Communication <ul style="list-style-type: none"> <li>▪ Anne Krueger -Chair</li> <li>▪ Sandy Rosenthal</li> <li>▪ Linda Jensen</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Workforce <ul style="list-style-type: none"> <li>▪ Arleen Satele -Chair</li> <li>▪ Pam Wright</li> <li>▪ Selam Gebrekristos</li> <li>▪ Marsha Edwards</li> </ul> </li> <li>▪ DEI Research <ul style="list-style-type: none"> <li>▪ Chris Tarman</li> <li>▪ Pam Wright</li> </ul> </li> </ul>
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