



**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 Notes

Thursday, September 5, 2013, 2:00-3:30 p.m.  
Cuyamaca College LRC/Library Room C-145

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

| New Business  | Follow-Up/Action   |
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| 1. Review August 16 Notes                                       | The August notes were reviewed, approved, and posted to the web site. Dr. Miles welcomed Marsha Edwards and mentioned she will be chairing the DEIC and promised a smooth transition. Dr. Miles remarked she received a lot of positive feedback about the DEIC presentation at the August 20 Board Workshop.  |
| 2. Diversity Awareness re: Student Morphology (obesity) (Miles) | Dr. Miles reminded the council that diversity covers many areas including obese students that may need special classroom accommodations. <ul style="list-style-type: none"> <li>Council suggestion: have a few seats in each classroom to accommodate larger students.</li> </ul>  |
| 3. EEOAC  | Tim Corcoran is the current EEOAC officer, but the position will revert to Marsha. The council thought DEIC members would benefit from equal opportunity compliance training. Chris reviewed the EEO Data tables found on the internet HR website page and said the data would be annually updated. Chris thought It would be helpful to have the data segregated out as follows: <ul style="list-style-type: none"> <li>By departments</li> <li>A category for two or more nationalities</li> </ul> |

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|   | <p><b>Action</b></p> <p>For the next meeting. Chris will bring data on the percent of middle eastern students attending the colleges.</p> <p>The council discussed options to communicate DEIC information and recommendations:</p> <ul style="list-style-type: none"> <li>• An annual written internal communication to include: <ul style="list-style-type: none"> <li>○ Positive aspects of the diversity in staff and faculty departments</li> <li>○ Comparing present council to last 10 or 20 years</li> </ul> </li> <li>• Council members relaying information to site committees</li> </ul> <p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• A draft communication will be drafted at the next meeting</li> <li>• Arleen and Marsha will draft a message to increase diversity in applicant pools</li> <li>• EEO training for Screening Committees</li> </ul> |
| <p>4. Training for Reaching Underserved Student Populations (Miles)<br/><a href="http://resources.kognito.com/ccc/trainings/">http://resources.kognito.com/ccc/trainings/</a></p>   | <p>Deferred</p>   |
| <p>5. Screening Committee Training (Miles)<br/><a href="http://intranet.gcccd.edu/dei-council/default.html">http://intranet.gcccd.edu/dei-council/default.html</a></p>  | <p>Deferred</p>   |
| <p>6. DEIC Website Updating (Krueger)</p>   | <p>Anne made suggestions about the DEIC website:</p> <ul style="list-style-type: none"> <li>• Move AHITW to <i>Other References</i> as it still needs to be documented for future reference</li> <li>• Update GC and CC Committee pages</li> <li>• Strategic Plan and EEO Plan need separate web pages</li> </ul>   |
| <p>7. NEH Summer Seminar recap “African American History &amp; Culture in the Georgia Lowlands” (<i>Contreras</i>)</p>  | <p>Deferred</p>   |
| <p>8. John W. Rice Diversity &amp; Equity Award from CCC (Krueger)</p>  | <p>Anne explained the Rice Award and encouraged the council to keep in mind special and unique activities and programs for our application, which comes out in the spring of 2014.</p>  |
| <p>9. Subcommittees:</p> <ul style="list-style-type: none"> <li>• Student Access, Equity, and Success</li> <li>• Cultural Competency and Culture of Inclusion</li> <li>• Communication (<i>Krueger, Rosenthal</i>)</li> <li>• Developing a Diverse World-Class Workforce</li> <li>• DEI Research (<i>Tarman, Wright</i>)</li> </ul> | <p>The Research Subcommittee’s main goal is to support the other subcommittees.</p> <p>Dr. Miles proposed combining the Student Access, Equity, and Success and the Cultural Competency and Culture of Inclusion subcommittees into one committee as they are closely related.</p>  |

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|   | <b>Action</b><br>Council members were asked to let Sandy know what subcommittee they would like to be assigned.  |
| <b>10.</b> Committee reports: <ul style="list-style-type: none"> <li>• Cuyamaca</li> <li>• Grossmont</li> <li>• District</li> </ul> | The Grossmont and Cuyamaca committee reps were asked to approach their committees for one new council member and to obtain the approvals of the committee chair and college president. |
| <b>11.</b> Other business   |  |
| <b>12.</b> Next meeting   | Thursday, October 3, at 2:00-3:30 p.m. in the District Annex Conference Room   |

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| <p><b><u>Old Subcommittees</u></b></p> <ul style="list-style-type: none"> <li>▪ ACE <ul style="list-style-type: none"> <li>▪ Nancy Jennings-Co-Chair</li> <li>▪ Agustin Albarran</li> <li>▪ Anne Krueger</li> </ul> </li> <li>▪ Catalog Existing Resources <ul style="list-style-type: none"> <li>▪ Agustin Albarran</li> <li>▪ Danene Brown</li> <li>▪ Linda Jensen</li> </ul> </li> <li>▪ Climate Survey <ul style="list-style-type: none"> <li>▪ Pam Wright-Chair</li> <li>▪ Danene Brown</li> <li>▪ Lauren Weiner-Vaknin</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>▪ Communication <ul style="list-style-type: none"> <li>▪ Nancy Jennings-Chair</li> <li>▪ Carlos Contreras</li> <li>▪ Anne Krueger</li> <li>▪ Sandy Rosenthal</li> </ul> </li> <li>▪ Curriculum <ul style="list-style-type: none"> <li>▪ Carlos Contreras-Chair</li> <li>▪ Agustin Albarran</li> <li>▪ Raad Jerjis</li> <li>▪ Danene Brown</li> <li>▪ Nancy Jennings</li> </ul> </li> <li>▪ Developing a World Class Workforce <ul style="list-style-type: none"> <li>▪ Arleen Satele-Chair</li> <li>▪ Pam Wright</li> <li>▪ Tim Corcoran</li> <li>▪ Selam Gebrekristos</li> </ul> </li> </ul> |
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