



Diversity, Equity & Inclusion Council Meeting

Notes

Thursday, May 2, 2013, 2:00-3:30 p.m.
Cuyamaca College LRC, Conference Room C-145

Cindy Miles/Chair	Chancellor		<input checked="" type="checkbox"/>	David Milroy	French Instructor	GC	<input type="checkbox"/>
Angela Johnson	Sr. Recruiter/Employment Services	DS	<input checked="" type="checkbox"/>	Linda Jensen	Sr. Director Fiscal Services	DS	<input checked="" type="checkbox"/>
Agustin Albarran	Int. Dean English/Social/ Behavioral Sciences	GC	<input checked="" type="checkbox"/>	Nancy Jennings	Speech Instructor	CC	<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 checked="" type="checkbox"/>
Carlos Contreras	History Professor	GC	<input checked="" type="checkbox"/>	Sandy Rosenthal	Admin Asst./Recorder	DS	<input checked="" type="checkbox"/>
Christopher Tarman	Int. Sr. Dean Research Planning & Institutional Effectiveness	DS	<input checked="" type="checkbox"/>	Selam Gebrekristos	Scholarship Specialist	GC	<input checked="" type="checkbox"/>
Danene Brown	Dean of Division II	CC	<input type="checkbox"/>	Tim Corcoran	Int. VCHR	DS	<input type="checkbox"/>

New Business	Follow-Up/Action
1. Review April 4, Notes	The April 4 notes were approved by the members and have been posted to the website.
2. DEI Strategic Plan Writing team: <ul style="list-style-type: none"> • Anne Krueger • Chris Tarman • Nancy Jennings • Pam Wright • Sandy Rosenthal 	The Strategic Plan will be completed after receiving the following: <ul style="list-style-type: none"> ▪ Chris: KPI for goal I.4. Student Access, Equity, and Success ▪ Carlos: Description of II. Cultural Competency and Culture of Inclusion ▪ Arleen: Description of IV. Develop a Diverse World-Class Workforce and a goal for 2.1. ▪ Subcommittees to send Sandy which activities they are responsible for and the year check marks
3. Recapping DEI Activities and Progress (<i>Albarran, Brown, Jennings, Krueger</i>)	Agustin and Nancy discussed the ACE At Home In The World (AHITW) meeting in Washington, D.C. and how well their final report was received. Their report included the GCCCD action items and greatest successes. Compared to other schools involved that had dedicated resources and staff, GCCCD has a strategic plan in progress and has accomplished more. The team was asked to return to make another presentation but declined as it conflicted with our October accreditation visit.
4. DEI Initiatives Report Board Presentation (<i>Miles</i>) Board Workshop/Presentation Schedule	A 15-minute informative DEI presentation is planned for the June 18 Governing Board meeting with council members encouraged to attend. Presentation preparation will be on the June 6, DEI agenda and include: <ul style="list-style-type: none"> ▪ ACE AHITW presentation by Danene, Agustin, and Nancy ▪ How DEI came about and a timeline ▪ The Strategic Plan structure, highlights, and current and future activities on both campuses, with hard copies for the Board members ▪ The council discussed making additional presentations at site committee meetings and holding a Professional Development Week workshop at each college

<p>5. Subcommittee reports:</p> <ul style="list-style-type: none"> a. ACE (<i>Albarran, Brown, Krueger</i>.) b. Catalog Existing Resources (<i>Albarran, Brown, Jensen</i>) c. Climate Survey (<i>Wright, Brown, Milroy, Weiner-Vaknin</i>) d. Communication (<i>Jennings, Contreras, Krueger, Rosenthal</i>) <ul style="list-style-type: none"> i. Diversity Initiatives website pages (Krueger) e. Curriculum (<i>Contreras, Albarran, Jerjis, Brown, Jennings, Tuscany</i>) f. Developing a World Class Workforce (<i>Satele, Wright, Corcoran, Gebrekristos</i>) <ul style="list-style-type: none"> i. EEO plan status ii. EEO Advisory Council 	<p>Catalog Existing Resources - has gathered a lot of resources, will put them together, present them to the council, and apply them to the Strategic Plan.</p> <p>Climate Survey – no activity to report</p> <p>Action</p> <ul style="list-style-type: none"> • Chris is reformatting and analyzing the survey • As David Milroy has resigned, the council will need a new Grossmont DEI site committee representative <p>Communication – discussed adding a Diversity page to “About Us” on the District website and then linking it to the college websites and to the HR page.</p> <p>Action</p> <p>The communication team to work on ideas for the website.</p> <p>Curriculum –</p> <ul style="list-style-type: none"> ▪ Carlos will be attending the NEH Summer Institute African-American History & Culture in the Georgia Lowcountry: Savannah & The Coastal Islands and also is stepping down as subcommittee chair. ▪ Agustin suggested each campus host a diversity symposium for students and faculty and suggested holding a symposium every-other-year and creating a new subcommittee. ▪ Raaj will be holding a cultural competency workshop at Cuyamaca during Professional Development Week. <p>Action</p> <p>Designate a new subcommittee chair</p> <p>Developing a World Class Workforce - the committee has gone through the EEO Plan and policies and requested Anne to update the Chancellor Introduction letter. The plan needs one more update about the diversity in applicant pools and then the plan will be presented at the June meeting. Arleen said that one of the council meetings should be an EEO Advisory committee meeting.</p> <p>Action</p> <p>Arleen, Tim and the Chancellor to meet to plan EEO Advisory Committee agenda</p>
<p>6. Committee reports:</p> <ul style="list-style-type: none"> a. Cuyamaca b. Grossmont c. District Services 	<p>Cuyamaca continues to have the Diversity Dialogues and Lauren Vaknin is researching topics for next year.</p> <p>Action</p> <p>Arleen will forward upcoming presentation information to Sandy to forward to the council.</p> <p>Grossmont Selam said the <i>Anatomy of Hate</i> presentation was well received by students and faculty but that not many classified staff attended. It was suggested to discuss at a Manager & Supervisor meeting ways that classified staff could attend presentations during work hours.</p> <p>District Services has launched the Employee Spotlight, held a Generational Workshop, updates activity bulletin boards in both buildings, and has contacted student clubs to make informative presentations to the committee.</p>
<p>7. Next meeting – Thursday, June 6, 2013, in the District Annex Conference Room</p>	<p>The June meeting will remain on the 6th but will be held at Cuyamaca in the Library C-145 at 2-3:30 p.m.</p>

Subcommittees	
<ul style="list-style-type: none">▪ ACE<ul style="list-style-type: none">▪ Nancy Jennings-Co-Chair▪ Agustin Albarran▪ Anne Krueger▪ Catalog Existing Resources<ul style="list-style-type: none">▪ Agustin Albarran▪ Danene Brown▪ Linda Jensen▪ Climate Survey (name change – Research Survey?)<ul style="list-style-type: none">▪ Pam Wright-Chair▪ Danene Brown▪ Lauren Weiner-Vaknin	<ul style="list-style-type: none">▪ Communication<ul style="list-style-type: none">▪ Nancy Jennings-Chair▪ Carlos Contreras▪ Anne Krueger▪ Sandy Rosenthal▪ Curriculum<ul style="list-style-type: none">▪ Carlos Contreras▪ Agustin Albarran▪ Raad Jerjis▪ Danene Brown▪ Nancy Jennings▪ Developing a World Class Workforce<ul style="list-style-type: none">▪ Arleen Satele-Chair▪ Pam Wright▪ Tim Corcoran▪ Selam Gebrekristos

District 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. Grossmont-Cuyamaca Community College District fulfills its mission by providing

- Outstanding undergraduate education leading to certificates, associate degrees, and transfer;
- Excellent career and technical education programs that prepare students for workforce entry and advancement;
- Comprehensive student development and support services that help students succeed in meeting their educational goals;
- Engaging educational services that meet learners needs in basic skills, English language proficiency, and lifelong learning; and
- Responsive social and economic development programs and community partnerships.

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