



*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 4, 2014, 2-3:30 p.m.  
Cuyamaca College LRC, Conference Room C-145

Tim Corcoran/Chair	VCHR	DS	<input checked="" type="checkbox"/>	Pam Wright	Int. Assoc. Dean Student Affairs	CC	<input checked="" type="checkbox"/>
Cindy Miles/Ex Officio Chair	Chancellor	DS	<input checked="" type="checkbox"/>	Moriah Gonzalez-Meeks	Part-Time Faculty	CC	<input type="checkbox"/>
Anne Krueger	Communications & Public Information Director	DS	<input checked="" type="checkbox"/>	Linda Jensen	Sr. Director Fiscal Services	DS	<input checked="" type="checkbox"/>
Lorena Ruggero	Director College & Community Relations	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"/>	Pat Setzer	Dean of Division II	CC	<input type="checkbox"/>
Carlos Contreras	History Professor	GC	<input checked="" type="checkbox"/>	Raad Jerjis	Counselor	CC	<input type="checkbox"/>
Christopher Tarman	Sr. Dean Research Planning & Institutional Effectiveness	DS	<input checked="" type="checkbox"/>	Selam Gebrekristos	Scholarship Specialist	GC	<input checked="" type="checkbox"/>
David Milroy	French Instructor	GC	<input checked="" type="checkbox"/>	Sandy Rosenthal	Recorder	DS	<input checked="" type="checkbox"/>
Martha Clavelle	Dean Counseling & Enrollment	GC	<input type="checkbox"/>				

New Business	Follow-Up/Action
1. Welcome	<p>Cindy welcomed the group and outlined the meeting discussion:</p> <ul style="list-style-type: none"> <li>▪ Look at the feedback from the May 5, 2014, Summit on the Diversity, Equity and Inclusion Initiative</li> <li>▪ Translate feedback into what the council needs to do to accomplish the goals</li> </ul>
2. DEI Summit	<p>Chris provided an overview of the Summit and what was learned. The following positive responses were received:</p> <ul style="list-style-type: none"> <li>▪ Have another summit, possibly an all-day event</li> <li>▪ Have a speaker and/or a different type of training to make the next summit more effective</li> <li>▪ The student panel and the interaction with them was the most informative aspect</li> <li>▪ Focus on planning, tracking outcomes, and improving communication between the council and the site committees to improve the DEIC work</li> <li>▪ Topic for next summit or workshops: coordinating an annual theme for the council and committees</li> </ul>
3. DEI Strategic Plan Update (Chris) <ul style="list-style-type: none"> <li>▪ Need to determine more</li> </ul>	<p>The DEI Strategic Plan Goal Priority worksheet from the Summit was reviewed and the council amended it to have one goal for each of the four areas of focus. The revised worksheet will assist the council and site</p>

clearly if the goals are on-going or completed

- Update the plan by assigning tasks to members
- Goal 3.1 “Review the extent of new or existing facilities that meet ADA standards” be removed

committees to be more focused when structuring meetings and planning activities. Following are the changes that were made to the worksheet:

- **Student Access, Equity, and Success**
  - **Goal amended:** Share information that raises awareness about the achievement gap
- **Cultural Competency and Culture of Inclusion**
  - **Goals 2 and 3 were combined and amended:** Recognize, promote, enhance, and infuse cultural and global competencies for all employees and students
- **Communication:**
  - **Title amended:** Communicating Diversity, Equity, and Inclusion
  - **Goal amended:** Raise awareness of diversity, equity, and inclusion goals and activities with the internal and external community
- **Workforce**
  - **Title amended:** Cultivating a Diverse Workforce
  - **Goal amended:** Share information that raises awareness about the status and importance of workforce diversity as well as policies and procedures to encourage diversity in the District

#### Next steps

The council site committee representatives will

- Review the updated worksheet at their committee meetings and use the areas of focus and goals to align committee goals and activities
- Bring back activities information to the council

Chris reviewed the reformatted DEI Strategic Plan and DEI Strategic Plan Update. It was suggested to have a more concise one-page document that could be presented to the committees. The committees would review, add their activities, appoint a contact person and bring back the information to the council and have the data recorded.

#### Other discussion items, no action taken, included:

- The council agreed that the main function of the DEIC is to promote and communicate the four areas of focus, the goals, and track yearly activities. The data will be used for reports to the Board and District.
- Creating a DEI communique that could be used for tracking and maintaining consistency between the council and the committees was discussed.

<p>4. Diversity <a href="#">Pledge</a> – Anne Krueger</p>	<p>Anne, Pam, Pat, and Lorena developed the <i>Pledge of Respect</i>, a draft diversity pledge with a projected roll out in the Spring of 2015. Anne suggested that it be taken to the site committees for review and feedback on how they would like to see it handled; i.e., on the website, with a signature page, etc.</p> <p><b>Next steps</b></p> <ul style="list-style-type: none"> <li>▪ Lorena will take the pledge to Grossmont, Arleen will take it to Cuyamaca, and Anne will take it to District Services committees for their review and language suggestions</li> <li>▪ The Communication team will continue to work on the pledge and bring it to the next meeting</li> </ul>
<p>5. DEI Subcommittees</p>	<p>The structure and purpose of the subcommittees was discussed. The council felt they were still effective and their functions should be to</p> <ul style="list-style-type: none"> <li>▪ Develop ideas and activities to achieve their particular area of focus</li> <li>▪ Develop logistical plans for the activity</li> <li>▪ Bring back recommendations to the council for discussion, approval, and have the data recorded</li> </ul> <p>The subcommittee membership was reviewed and council members selected the subcommittee they wanted to join. Members not in attendance were placed on a subcommittee pending their approval. The new list is as follows:</p> <ul style="list-style-type: none"> <li>▪ Student Access, Equity, and Success           <ul style="list-style-type: none"> <li>▪ Chris Tarman (C)</li> <li>▪ David Milroy</li> <li>▪ Lorena Ruggero</li> <li>▪ Martha Clavelle</li> </ul> </li> <li>▪ Cultural Competency and Culture of Inclusion           <ul style="list-style-type: none"> <li>▪ Raad Jerjis (C)</li> <li>▪ Carlos Contreras</li> <li>▪ Moriah Gonzalez-Meeks</li> <li>▪ Pam Wright</li> <li>▪ Pat Setzer</li> </ul> </li> <li>▪ Communicating Diversity, Equity, and Inclusion           <ul style="list-style-type: none"> <li>▪ Anne Krueger (C)</li> <li>▪ Lorena Ruggero</li> <li>▪ Sandy Rosenthal</li> </ul> </li> <li>▪ Cultivating a Diverse Workforce           <ul style="list-style-type: none"> <li>▪ Arleen Satele (C)</li> <li>▪ David Milroy</li> <li>▪ Linda Jensen</li> <li>▪ Selam Gebrekristos</li> <li>▪ Tim Corcoran</li> </ul> </li> </ul>
<p>6. HEED Award – Anne Krueger</p>	<ul style="list-style-type: none"> <li>▪ Anne announced we won the Higher Education Excellence in Diversity (HEED) award.</li> <li>▪ <b>How to promote the award will be discussed at the next meeting.</b></li> </ul>

<p>7. DEI Committee Reports:</p> <ul style="list-style-type: none"> <li>▪ Cuyamaca</li> <li>▪ Grossmont</li> <li>▪ District</li> </ul>	<p><b>Grossmont</b>—David M. said the Grossmont committee is using their mission statement to keep them on track and the committee’s focus has been on income and equity.</p> <p><b>Cuyamaca</b>—none</p> <p><b>District Services</b>—none</p>
<p>8. Next Meeting</p>	<p>Thursday, October 2, 2-3:30 PM, Grossmont College: Room District Annex Conference Room</p>

<p><b><u>Subcommittees</u></b></p> <ul style="list-style-type: none"> <li>▪ Student Access, Equity, and Success       <ul style="list-style-type: none"> <li>▪ Chris Tarman -Chair</li> <li>▪ David Milroy</li> <li>▪ Lorena Ruggero</li> <li>▪ Martha Clavelle</li> </ul> </li> <li>▪ Cultural Competency and Culture of Inclusion       <ul style="list-style-type: none"> <li>▪ Raad Jerjis -Chair</li> <li>▪ Carlos Contreras</li> <li>▪ Moriah Gonzalez-Meeks</li> <li>▪ Pam Wright</li> <li>▪ Pat Setzer</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Communicating Diversity, Equity, and Inclusion       <ul style="list-style-type: none"> <li>▪ Anne Krueger -Chair</li> <li>▪ Lorena Ruggero</li> <li>▪ Sandy Rosenthal</li> </ul> </li> <li>▪ Cultivating a Diverse Workforce       <ul style="list-style-type: none"> <li>▪ Arleen Satele -Chair</li> <li>▪ David Milroy</li> <li>▪ Linda Jensen</li> <li>▪ Selam Gebrekristos</li> <li>▪ Tim Corcoran</li> </ul> </li> </ul>
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GROSSMONT-CUYAMACA  
COMMUNITY COLLEGE DISTRICT

## DIVERSITY, EQUITY & INCLUSION COUNCIL STRATEGIC GOALS FOR 2014-2015

### Student Access, Equity, and Success

<b>Goal</b>
Share information that raises awareness about the achievement gap.

### Cultural Competency and Culture of Inclusion

<b>Goal</b>
Recognize, promote, enhance, and infuse cultural and global competencies for all employees and students.

### Communicating Diversity, Equity, and Inclusion

<b>Goal</b>
Raise awareness of diversity, equity, and inclusion goals and activities with the internal and external community.

### Cultivating a Diverse Workforce

<b>Goal</b>
Share information that raises awareness about the status and importance of workforce diversity as well as policies and procedures to encourage diversity in the District.

**Grossmont-Cuyamaca Community College District Mission:** Provide outstanding learning opportunities that prepare students to meet community needs and future challenges of a complex, global society