



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

September 3, 2015

2 – 3:30 p.m.

District Annex Conference Room

Tim Corcoran/Chair	VCHR	DS	<input checked="" type="checkbox"/>	Lorena Ruggero	Dir. College & Comm. Relations	GC	<input checked="" type="checkbox"/>
Cindy Miles/Ex Officio Chair	Chancellor	DS	<input checked="" type="checkbox"/>	Martha Clavelle	Dean Counseling & Enrollment	GC	<input type="checkbox"/>
Anne Krueger	Communications & Public Information Director	DS	<input checked="" type="checkbox"/>	Moriah Gonzalez-Meeks	Part-time faculty	GC	<input type="checkbox"/>
Carlos Contreras	History Professor	GC	<input type="checkbox"/>	Pam Wright	Institutional Research Planner	GC	<input checked="" type="checkbox"/>
Christopher Tarman	Sr. Dean Research Planning & Institutional Effectiveness	DS	<input type="checkbox"/>	Raad Jerjis	Counselor	CC	<input type="checkbox"/>
David Milroy	French Instructor	GC	<input checked="" type="checkbox"/>	Sahar Abushaban	Int. VP Admin Services	CC	<input type="checkbox"/>
John Valencia	Assoc. VC Advancement & Comm.	DS	<input checked="" type="checkbox"/>	Selam Gebrekristos	Scholarship Specialist	GC	<input type="checkbox"/>
Kim Widdes	Director Labor Relations	DS	<input type="checkbox"/>	Kimberly Gioscia	Recorder	DS	<input checked="" type="checkbox"/>
Lauren Vaknin	Assoc. Dean of Student Serv.	CC	<input checked="" type="checkbox"/>				

New Business	Follow-Up/Action
1. Welcome	Tim welcomed the committee and thanked Chancellor Miles for her attendance.
2. DEI Committee Reports	Cuyamaca College –Lauren Vaknin passed out the Diversity Dialogues Workshops Fall 2015 flyer. She noted that Cuyamaca College is working with other community colleges to broaden diversity awareness. The DEI Committee is creating a student assessment, taken prior to receiving their Diversity and Leadership Certificate after completing at least three workshops during Fall and Spring Semesters. The committee is collaborating with Tanna Stark at San Diego State University regarding transfer students enrolling in Diversity classes and receiving a Cultural Competency Certificate and credit units. Lauren mentioned that September is Latino Month and many celebrations and events are forthcoming, the first being on the 17 th with a Latino Hour. She and Moriah Gonzalez-Meeks are working to implement “Safe Zones” on each campus and are collaborating with SDSU. It was suggested holding a “Safe Zones” workshop during flex week to gain interest. The Art Department is creating a Safe Zones logo. Chancellor Miles share the Diversity Dialogues ad in the East County Herald.

	<p>Grossmont College – Lorena Ruggero mentioned that the new Associate Dean of Student Equity, Lida Rafia, sent out the Hispanic Association of College and Universities sustainability of “who do we relate to on our campus”. They are awaiting the Title V Grant awards announcement. The second year training of Safe Zones is underway. Those trained last year at SDSU received either an apparel pin, window sticker, or a magnet acknowledging their completion of the training. September is Latino month and Grossmont College will offer many events and food festivals, as well as, the Latino Film Festival.</p> <p>District Services – John Valencia reported that the Book Club will resume meeting in September and continue discussing that month’s diversity article or book. Sally Cox mentioned that an offering for a 50+ Arabic Program is forthcoming from the Institute of Cultural Competency integrating cultural diversity. The next Webinar will be November 6th and 7th at Cuyamaca College. A registration discount will be offered to all district-wide employees, please share this information. On October 23rd Dr. Bruce will be speaking at all three sites regarding cultural inclusion in our curriculum...more information to come.</p>
<p>3. Diversity Pledge</p>	<p>The Council reviewed the draft copy of the Diversity Pledge and much discussion ensued with regards to revisiting the original idea of the pledge, concern from the campuses of “having” to sign it, wordsmithing and other various issues. Should it be a broad idea or should it be a laundry list? Are we “just signing the pledge” or does it have merit? After a several minutes of discussion, Chancellor Miles quoted the phrase, “don’t push the river”. If it’s too hard, don’t push. You don’t want to push people away with peer pressure or window dressing. It may work in some cultures but may not work for us...let it be. Building our grass roots and get others invested before pushing out a pledge. Possibly what the certificate is at SDSU for students would be valuable here for the employees and get more buy-in. Maybe sign the pledge when they’ve finished the competency classes would be more meaningful. Sue Gonda has spoken about a Cultural Equity Certificate and if pursued she will work with Human Resources.</p>
<p>4. DEIC Goals for 2015/2016</p>	<p>Tim asked for a discussion of the goals for the upcoming year. He suggested that we not start again but rather improve on the current goals. He’d like the sub-committees to actually meet before making changes. Tim will revisit last year’s goals and see what was identified, accomplished and still in process. Chancellor Miles mentioned that at the time of inception, nothing was going on, no active committees or events being held...small cultural events...talked about achievement gaps, etc. there was no student success or student equity programs, no HRAR, no diversity</p>

	<p>dialogues, nothing happening anywhere...now it's happening everywhere, it's beginning to feel like "pushing the river" . Maybe we lit the fuse and now it's happening...the DEI Council is meeting their goals and she went through the goals to identify their status. Chancellor Miles suggested that this council passes on the goals to HRAC to spearhead now rather than keep holding these goals. It's apparent that the DEIC is completing and offering this on a daily basis. We are committed to diversity, equity and inclusion every day. Communication between all three sites is a big part of DEIC making sure this isn't lost. Chancellor Miles mentioned that she along with Chris Hill, Wei Zhou, Scott Thayer, Alicia Munoz, Chris Tarman and Tate Hurvitz attended the ATD conference this past summer, got fired up and folded them into a district-wide student success and equity umbrella. How do we infuse in the larger work? How can we stay committed to the principles of this? John Valencia proposed meeting quarterly, allowing time for the sub-committees to implement ideas and goals with the DEIC still convening to offer the guidance to let everyone know we are committed. Bring in other stakeholders to attend summits and have professional development tied to it to exchange information. Some felt meeting monthly would assist in staying active and informed. Maybe DEIC should focus on holding conferences, planning events, putting out publicity rather than monthly meetings and just hold quarterly meetings. This group serves as the EEOAC which the Chancellor noted fits better under HRAC. Tim will speak with HRAC about taking on the EEOAC roles. David Milroy signed up for EEOAC training at Mesa College and suggested that GCCCD hold trainings for those who are serving on committees. The DEI Council will hold an October meeting to begin planning an Equity Summit for March 2016.</p>
<p>5. Other items & Updates</p> <ul style="list-style-type: none"> ▪ Achieving the Dream ▪ Equity Summit 	<p>Achieving the Dream – Chancellor Miles asked the council, "what does ATD mean to you?" Dream or capital dream? Some weren't aware of the specific program. Everyone is invited to participate in the upcoming September 18th kick-off being held at all three sites. A multitude of comprehensive ideas will be discussed to help us be a stronger institute. What does it mean for students to be "college ready"? What does it mean to us to be "student ready"? This kick-off will start a dialog to strengthen what we do and assist us in defining our own Achieving the Dream. The Achieving the Dream National Organization is 10 years old and is leading the way to remove the gaps between disproportionately disadvantage students. Are we serving all the students? Weaving things together and framing our achievement plans? The District tri-chairs are Chris Tarman, Alicia Munoz and Tate Hurvitz. Byron McKenny and Ken Gonzalez will be with us; Grossmont College enlisted Brad Phillips to help with equity implementation. David Milroy spoke of the Los Medanos' Student Equity Hour Program which pays part-time faculty to not hold "office hours" but rather to schedule dates and times to meet directly with students.</p>

	<p>Cuyamaca’s Equity Summit – during professional development week Dr. Bridget Herrin presented and identified areas, interactive groups, group discussions, disproportionate areas, etc. She talked about obstacles and barriers for how they affect Cuyamaca College students. The rate of student graduates continues to increase but the gap remains the same for those that are at a disadvantage.</p>
<p>6. Next Meeting Date:</p>	<p>Thursday, October 1st</p>

<p>Subcommittees</p> <ul style="list-style-type: none"> ▪ Student Access, Equity, and Success <ul style="list-style-type: none"> ▪ Chris Tarman, Chair ▪ David Milroy ▪ Lorena Ruggero ▪ Martha Clavelle ▪ Communication <ul style="list-style-type: none"> ▪ Anne Krueger, Chair ▪ Lorena Ruggero 	<ul style="list-style-type: none"> ▪ Cultural Competency and Culture of Inclusion <ul style="list-style-type: none"> ▪ Raad Jerjis ▪ Carlos Contreras ▪ David Milroy ▪ Moriah Gonzalez-Meeks ▪ Pam Wright, DS ▪ Martha Clavelle, GC ▪ Terese McNeil, CC ▪ Sue Gonda ▪ Cultivating a Diverse Workforce <ul style="list-style-type: none"> ▪ Pam Wright ▪ Selam Gebrekristos ▪ Tim Corcoran
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