



**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, December 10, 2015, 2:00–3:30 p.m.  
Cuyamaca College Student Center, I-209

Cindy Miles/co-chair	Co-chair, Chancellor	D	<input checked="" type="checkbox"/>	Raad Jerjis	Counselor	CC	<input type="checkbox"/>
Tim Corcoran/co-chair	Co-chair, VCHR	DS	<input checked="" type="checkbox"/>	Pat Setzer	Dean of Division II	CC	<input type="checkbox"/>
Anne Krueger	Communications & Public Information Director	DS	<input checked="" type="checkbox"/>	Lauren Vaknin	Assoc. Dean Student Affairs	CC	<input checked="" type="checkbox"/>
Christopher Tarman	Sr. Dean RPIE	DS	<input checked="" type="checkbox"/>	Lorena Ruggero	Dir College & Community Rel	GC	<input checked="" type="checkbox"/>
John Valencia	Assoc. VC Advancement & Communications	DS	<input type="checkbox"/>	<b>Recorder</b>	Jennifer Danks		<input checked="" type="checkbox"/>
Pam Wright	Institutional Research Planner	DS	<input checked="" type="checkbox"/>	<b>Resources</b>	Nabil Abu-Ghazaleh, Julianna Barnes, Sue Rearic		
Carlos Contreras	History Professor	GC	<input checked="" type="checkbox"/>				
Selam Gebrekristos	Scholarship Specialist	GC	<input type="checkbox"/>				
David Milroy	French Instructor	GC	<input checked="" type="checkbox"/>				
Martha Clavelle	Dean Counseling & Enrollment	GC	<input type="checkbox"/>				
Sahar Abushaban	VP Administrative Services	CC	<input checked="" type="checkbox"/>				
Moriah Gonzalez-Meeks	Part-Time Faculty	CC	<input type="checkbox"/>				

New Business	Follow-Up/Action
<p>1. Review September 3, 2015 meeting <a href="#">notes</a> Prior meeting notes were reviewed where there was discussion about a Spring DEI Summit and council meeting frequency to be quarterly.</p> <p>Cindy reviewed the agenda for today's meeting would focus on this council structure and how it all fits together with SSSP, ATD, Alliance, Student Success and Student Equity initiatives.</p>	
<p>2. Review DEI</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Charge and Composition</a></li> <li>▪ Committee/Council <a href="#">Representation</a></li> </ul> <p>The council's charge and composition was discussed as follows:</p> <p><b>Charge:</b></p> <ul style="list-style-type: none"> <li>▪ Pieces of the charge are about climate and culture, and creating a welcoming, diverse, inclusive environment (that's about workforce, student population, and community)</li> <li>▪ Pieces of the charge are about outcomes and focus on students and closing equity gaps (that's about the SSSP, ATD, Alliance, SE, and Student Success initiatives)</li> <li>▪ 2nd paragraph—needs to be reviewed – <b>what is this council's BIG WHY?</b></li> </ul>	

- 3rd paragraph—**shifting Advisory Council for EEO to HRAC** (the EEO, data, and Diversity Plans should be reviewed to see how they integrate things)
- 5th paragraph—a revision was suggested that *“the goal of the council is to lead in the development of a diverse and equitable environment in the GCCCD”...*

**Composition:**

- Reviewed, no changes suggested.

**Representation:**

- **DS**—add Jamail Carter and Janet Snelling – remove Tim and Linda Jensen
- **GC**—list looks okay, but Martha and Carlos are not committee members, **Lorena** will confirm
- **CC**—**Lauren** said to add Raad Jerjis and she will review list as it pertains to committee members including Sahar and Pat Setzer

The following discussion occurred about the purpose of the council:

- What is the outcome of this council?
- What do we make happen?
- Sites are working on programming focused on diversity and inclusion. Larger body is focused on equity
- Is the council an information-sharing body
- Do we still need meetings?
- What does the council do that guides the work of the site committees?
- Council subcommittees have not met for over a year, and all agreed they could be eliminated as they are no longer needed
- HR is looking at hiring processes
- HRAC is in the development phase and will receive feedback, recommendations, and concerns
- DEI Council is more advisory and visionary than outcomes oriented
- ATD is working about student success and equity, not inclusion, but it could be included
- The council should be leading discussions about what’s going on at a regional, statewide, and national level

3. Accomplishments-HEED [Award](#)

The council is proud of the work it’s done and thinking about the future of the council’s charge and work, but a lot has changed with the new initiatives.

4. DEI Goals (Chris)

- DEI Council [Goals](#) 2014-2015
- GCCCD 2016-2022 Strategic [Goals](#)
- EEO [Data](#) 2010-2015

Chris noted that the 2014-2015 goals were developed at the 2014 DEI Summit, but they did not discuss activities to support the goals. In regard to the goals, the following was clarified:

**Goal #1** (Share information that raises awareness about the achievement gap)—no longer needed as the work is being done by Student Equity?

**Goal #2** (Recognize, promote, enhance, and infuse cultural and global competencies for all employees and students)—no longer needed as the work is being done by the site committees?

**Goal #3** (Raise awareness of diversity, equity, and inclusion goals and activities with the internal and external community)—no longer needed as information-sharing is being done by the site committees?

**Goal #4** (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)—no longer needed as it's being addressed at the GC and CC site committees and infusing it into discussions regarding hiring diverse pools?

#### 5. DEI Summit

- 2016 Plans (Lorena, Lauren, Anne)
- DEI Summit [Agenda](#) May 2014

Lorena reported on discussions concerning the Spring DEI Summit program:

- 3-4 hour summit in April (depending on programming) and include lunch
- Programming to include
  - Site reports/presentations
  - Student voice
    - Student perspective (related to an ATD theme, like student engagement) with students seated at tables
  - Keynote speaker (consider someone new, maybe an author) *or an active learning session*
  - Summit invitation should go to representatives of the DEI Council and Committees, Student Success and Equity Committees, ATD, GCCCD Alliance Steering Committee
  - Highlighting various groups and showing how they fit together
- Larger site may be needed due to number of guests – possible consideration for CC Student Center

#### 6. DEI Committee Reports

- Cuyamaca
- Grossmont
- District

**GC**—Lorena reported on the evolution of DEI at Grossmont with all the different plans and initiatives and discussing the role of the DEI Committee in the future.

- They have \$10k budget for DEI Committee programming and planning
- Two films being considered for Spring are the *7 Characters of Abuse* and *Souls of Black Girls*
- They are looking at programming and have moved to quarterly meetings as so many monthly meetings were being cancelled
- Agustin Albarran is convening the meetings and serving as chair. The chair may change to the new Student Success Dean with consideration to a tri-chair. February is the next meeting
- There is talk about diversifying curriculum offerings for U.S. History to ensure diversity reflects the history of America and to be equity-minded.

**CC**—Lauren confirmed the site committee representation should **include Raad Jergis**

- They have been meeting monthly and having a lot of discussions about Student Success and equity
- Some in the group have gone through the SDSU training program and they plan to present a similar training at the first Friday in April
- Faculty presented a session for 30 students at the last Diversity Dialogues event, which included the LGBT Club
- A new club has been formed for equity initiatives, the Student Equity Action Coalition, to get feedback from students on what types of activities would be important to students to have the student voice incorporated

<ul style="list-style-type: none"> <li>▪ They have also formed a new Student Success &amp; Equity Committee chaired by Pat Setzer that meets monthly to talk about how we fit in</li> </ul> <p><b>DS</b>—Anne reported they met this week.</p> <ul style="list-style-type: none"> <li>▪ They have monthly Diversity Book Club meetings and new employee luncheons</li> <li>▪ They are talk about holding workshops and/or attending activities and events that are being held at Grossmont</li> <li>▪ They are talking about doing a Diversity Fair in March or April</li> <li>▪ Most recently the DS Committee was chaired by Sue Rearic, but that may change</li> </ul>	
7. Next Steps and Recap	<ul style="list-style-type: none"> <li>▪ <b>Tim</b> will provide an HRAC report for the next meeting</li> <li>▪ <b>Members</b> are to return for the next meeting in March with ideas of what the DEI council goals should be and what we can do to serve a bigger and more powerful leadership role and DEI conscience of the District</li> <li>▪ <b>Council members</b> will confirm site committee and council representation are correct</li> </ul>
8. Next Meeting	Thursday, March 3, 2016, 2:00-3:30 PM, Grossmont College, College Conference Room

<p><b>Subcommittees</b></p> <ul style="list-style-type: none"> <li>▪ <b>Student Access, Equity, and Success</b> <ul style="list-style-type: none"> <li>▪ David Milroy</li> <li>▪ Martha Clavelle</li> </ul> </li> <li>▪ <b>Cultural Competency and Culture of Inclusion</b> <ul style="list-style-type: none"> <li>▪ Pam Wright</li> <li>▪ Raad Jorjis</li> <li>▪ Selam Gebrekristos</li> </ul> </li> <li>▪ <b>Communication</b> <ul style="list-style-type: none"> <li>▪ Anne Krueger – Chair</li> <li>▪ Linda Jensen</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Workforce</b> <ul style="list-style-type: none"> <li>▪ Sahar Abushaban – Chair</li> <li>▪ Tim Corcoran</li> <li>▪ Pam Wright</li> <li>▪ Selam Gebrekristos</li> </ul> </li> <li>▪ <b>DEI Research</b> <ul style="list-style-type: none"> <li>▪ Chris Tarman</li> <li>▪ Pam Wright</li> </ul> </li> </ul>
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Adjourn: 3:44 PM