



*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 1, 2016, 2:00–3:30 PM**  
**Cuyamaca College Student Center Room I-209**

Cindy Miles/co-chair	Co-chair, Chancellor	D	<input checked="" type="checkbox"/>	Sahar Abushaban	VP Administrative Services	CC	<input checked="" type="checkbox"/>
Tim Corcoran/co-chair	Co-chair, VCHR	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"/>	Raad Jerjis	Counselor	CC	<input type="checkbox"/>
Christopher Tarman	AVC Research, Plan & Tech.	DS	<input checked="" type="checkbox"/>	Peter Utgaard	Dean MS&E	CC	<input type="checkbox"/>
John Valencia	VC Workforce & Org. Dev.	DS	<input checked="" type="checkbox"/>	Lauren Vaknin	Assoc. Dean Student Affairs	CC	<input type="checkbox"/>
Bryan Banville	Interim Professional Development Specialist	DS	<input type="checkbox"/>	Lorena Ruggero	Dir. College & Community Rel.	GC	<input type="checkbox"/>
Carlos Contreras	History Professor	GC	<input type="checkbox"/>	<b>Recorder</b>	Jennifer Danks		<input checked="" type="checkbox"/>
Selam Gebrekristos	Scholarship Specialist	GC	<input type="checkbox"/>	<b>Resources</b>	Nabil Abu-Ghazaleh, Julianna Barnes, Sue Rearic		
David Milroy	French Instructor	GC	<input checked="" type="checkbox"/>				
Martha Clavelle	Dean Counseling & Enrollment	GC	<input type="checkbox"/>				

New Business	Follow-Up/Action
<p>1. Updates</p> <ul style="list-style-type: none"> <li>▪ GC Committee Reps</li> <li>▪ CC Committee Reps</li> <li>▪ Student Success Committee               <ul style="list-style-type: none"> <li>○ GC Reps</li> <li>○ CC Reps</li> </ul> </li> <li>▪ Student Success &amp; Equity: College Structures</li> </ul>	<p><b>District</b>—Anne announced the District won the Higher Education Excellence in Diversity (HEED) Award, and explained the rigorous application process. GCCCD was one of nine community colleges in the country and the only one in CA to be selected among 83 colleges and universities that received the award from Insight Into Diversity magazine. The District also won the award in 2014.</p> <p><b>Grossmont</b>—David mentioned there is no longer a DEI Committee, as it has been subsumed by the Institutional Effectiveness &amp; Student Success Committee, and he expressed concern about faculty/staff representation.</p> <p>David presented a proposal for a presentation on <i>The Seven Characters of Abuse</i> by Tanya Brown and Carolyn Inmon to schedule during <i>Abuse Awareness Month</i> in October. <b>It was suggested he check with Lida Rafia and professional development coordinators Micah Jendian and Cindi Harris about consideration for the proposal.</b></p> <p><b>Cuyamaca</b>—Sahar reported both colleges are changing structure for DEI committees to be subsumed into the new Student Success Committee. She noted the Diversity Dialogues, led by Lauren Vaknin, is where proposals, such as the one David suggested, are presented.</p>

	<p><b>District Services</b>—John reported the DEI Committee has been subsumed by the District Services Council, where diversity and inclusion awareness will be standing agenda items. He noted it makes sense as a lot of the work is now institutionalized.</p>
<p>2. Purpose of DEIC</p> <ul style="list-style-type: none"> <li>▪ Monitor</li> <li>▪ Summit</li> <li>▪ Linking College &amp; District Activities</li> </ul>	<p><b>Monitoring</b></p> <ul style="list-style-type: none"> <li>▪ Equity conversations are occurring at the colleges</li> <li>▪ Welcome and Inclusion – how do we measure to know if people feel included?</li> <li>▪ CC has 3 big bets: engagement, student validation, and guided student pathways (they are ATD and strategic plan goals)</li> <li>▪ GC has engagement, outreach and retention, which capture welcome and inclusion</li> </ul> <p>Cindy reported we can see the evolution of the work as it has become institutionalized and infused in what we do. DEI work is currently occurring in the following councils/committees:</p> <ul style="list-style-type: none"> <li>▪ <b>HRAC</b> (subsumed EEOAC), DEI focus on employees and students. <ul style="list-style-type: none"> <li>○ Make sure DEI is reflected in the charge and composition and track</li> <li>○ EEO data will be reviewed annually</li> <li>○ Add the positions for Sahar, Chris and Professional Development Specialist as resources to HRAC</li> </ul> </li> <li>▪ <b>Student Success Committee</b> will change: <ul style="list-style-type: none"> <li>○ <b>New name: <i>Student Diversity, Equity &amp; Success Committee (SDESC)</i></b></li> <li>○ SDESC reports to DCEC, then DEC</li> <li>○ Everyone who was active on DEI Council/Committees should remain active in SDESC</li> <li>○ <b>Chris will write the charge/composition for the SDESC</b></li> </ul> </li> </ul> <p>Include the following items into HRAC and SDESC charge:</p> <ul style="list-style-type: none"> <li>▪ Collaborate with HRAC/SDESC every year on hosting the DEI Summit for the District</li> <li>▪ Codify data sharing</li> <li>▪ DEI Workshops to be developed through HR</li> </ul> <p><b>Cindy will talk with GC President and update.</b></p> <p><b>DEI Summit—</b></p> <ul style="list-style-type: none"> <li>▪ Consider a series of summits or welcome events where people can come and do the work</li> <li>▪ <b>Continue the Annual Summit as part of integrating the work of DEI into the HRAC function</b> <ul style="list-style-type: none"> <li>○ <b>Summit Planning: Anne will chair, along with Micah, Cindi, Lauren, and Lorena</b></li> </ul> </li> </ul>

	<p><b>Linking College &amp; District Activities—</b></p> <ul style="list-style-type: none"><li>▪ <b>Cindy and David will check into Grossmont's activities</b></li><li>▪ Upon submitting the District's EEO report to the State, they informed us they want to use the District as a best practice model</li><li>▪ ATD being subsumed into new District Institutional Effectiveness Council</li></ul>
<p>3. Governance Handbook Proposal:</p> <ul style="list-style-type: none"><li>▪ Student Diversity, Equity &amp; Success Committee</li></ul>	<p>After thorough discussion, there was general consensus to discontinue the DEI Council as the work is infused throughout the District in other committees and will also be subsumed into the new Student Diversity, Equity &amp; Success Committee and HRAC.</p> <p>Tim noted that a DEI Board presentation was very useful and suggested we considering doing one periodically.</p> <ul style="list-style-type: none"><li>▪ <b>Place in the charge of HRAC</b></li></ul>
<p>4. Next Steps</p>	<p>The DEI Council will no longer exist – no further meetings will be scheduled.</p>