



## DIVERSITY COMMITTEE



**PURPOSE:** The WCC Diversity Committee is established to underscore the college's commitment to infusing diversity into day-to-day operations, affirm identity, build community, cultivate leadership, and reflect the District's commitment to an inclusive environment for all students, staff and faculty. The committee's work will build upon the *Diversity Framework for Institutional Transformation and Cultural Competency* as developed by the YCCD Diversity Project Team and ideas of WCC faculty, staff, and students.

**Members:** Rajdeep Johal (Full-Time), Jeannine Mullin (Full-Time), Neli Gonzalez-Diaz (Counseling Faculty), Mary Sharlow (LCC/Part-Time Faculty), Isabel Duenas (Student Engagement)

**Absent:** Jeannine Mullin (Full-Time), Neli Gonzalez-Diaz (Counseling Faculty), Mary Sharlow (LCC/Part-Time Faculty)

**Vacancies:** classified professional, WCC student, LCC student, CCC student

**Co-Chairs:** Melissa Moreno (Faculty), Genevieve Siwabessy (Dean)

**Recorder:** Marrisa Boswell (Student Services)

Laurie Daly (LCC Full-Time Faculty)

### AGENDA

Friday, October 12, 2018

10:30AM-11:30AM

WCC ROOM 101 / LCC-CCC by phone 530-668-2581

#### I. Introductions

#### II. Approval of Agenda – Approved

#### III. Approval of Minutes – September 14, 2018 – Approved

#### IV. Review Mission & Goals of Committee

- ongoing discussion item.
- Board adopted goals need to be considered when coming up with our mission and goals.
- Tie back to larger college mission. Our mission and goals need to fit in with the District Diversity Plan.
- Are they doing away with or revising the diversity plan? Diversity and Equity are separated on this campus when most campuses have them together. Cannot survey campus, do not have funding for events on campus, no trainings – that should be consistent and not just when mandates come through.
- Philip, Siria, and Gen talking about how to sustain a funding source
- **ACTION ITEM:** Gen will include the excerpt of 5 goals with vision and success with next minutes. Gen will ask whether we are doing away with or revising the diversity plan. <https://yc-acc.yccd.edu/Data/Sites/1/userfiles/11.10.10.ycdiversityplan.pdf>

#### V. ACTION: Review & Affirm Council Operating Agreement to move to Academic Senate and College Council

- Melissa will inquire to find out if Jeannine will continue to be on the committee.
- Add Laurie Daly to membership list.
- Recommendations to reflect the current structure to forward to college counsel, PIE or Academic Senate as appropriate for consideration by the College President.
- Affirmed by consensus.

**VI. ACTION: Review & Affirm Diversity Survey to move to College Council**

- Affirmed by Consensus.
- Ultimate interest in administering in early spring, Melissa has concerns about what we will be doing in the committee for the first half of the year.

**VII. Review Committee Effectiveness Survey**

- Tabled.

**VIII. Diversity and Equity Relationship**

- Administration is open to the conversation.
- On our campus there is a separation between the two where diversity committee has less support and whatever committee has equity funding has more support. Most college's diversity and equity are braided together.

**IX. 18-19 Proposed Diversity Committee Event List**

- We should create a whole list and have it approved through Senate instead of doing it one by one.
- Moving last year's event list forward to College Council.
- Laurie will share what LCC already has planned and will find out where funding is coming from.

**X. Funding of Diversity Committee**

- Set institutional funding for diversity events, we cannot use equity funds to support these events.
- Apply for funding through the foundation.
- Last president would support funding through setting aside funds into a foundation account every fiscal year and making personal donations.
- Find out where money is coming from at lake for all of their cultural events.
- Melissa feels confident in finding an endowment.
- HSI grants – HIS task force. What committee does this sit with? It should be in the diversity committee. January application for HSI for 18-19 will be opened. Siria is working on getting this cleaned up.

**XI. Updates & Public Comment**

**VI. Emerging Interests**

**A. Multicultural Center Program Plan**

**VII. Next Meeting, Friday, October 26, 10:30am-11:30am**

Upload last agenda and minutes to website.

**Next Agenda:** Institutional Commitment for Annual Multicultural Event Calendar