Diversity Committee

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.
Meets District Goal/College Strategic Direction
District Strategic Goal #1: Increase student success and maximize the student experience through andragogy, curriculum and well-aligned student services programs designed to enhance student learning and completion   The committee's work supports one of the central tenets of the College's mission: *At WCC, students pursue their educational goals in an environment that values diversity, individuality, mutual respect, civic responsibility, and the free exchange of ideas.*
Meets Accreditation Standard
Standard II: Student Learning Programs and Services The institution offers high-quality instructional programs, student support services, and library and learning support services that facilitate and demonstrate the achievement of stated student learning outcomes. The institution provides an environment that supports learning, enhances student understanding and appreciation of diversity, and encourages personal and civic responsibility as well as intellectual, aesthetic, and personal development for all of its students.   **Standard IIIA.** Human Resources The institution employs qualified personnel to support student learning programs and services wherever offered and by whatever means delivered, and to improve institutional effectiveness. Personnel are treated equitably, are evaluated regularly and systematically, and are provided opportunities for professional development. Consistent with its mission, the institution demonstrates its commitment to the significant educational role played by persons of diverse backgrounds by making positive efforts to encourage such diversity.   Human resource planning is integrated with institutional planning.
Committee Norms
Trust one another; Be polite & respectful; Listen carefully; No side bar conversations; Be rigorous; Cultivate open discussion; Be careful not to dominate the discussion; Be curious; Clarify jargon; No electronic diversions; Keep a sense of humor; Be concise; Ask questions when you don't understand; Value alternative view points; Be collaborative.

Member	Position	Term
Melissa Moreno	Full-time Faculty, Co-Chair	Fall 2018 – Spring 2022
Genevieve Siwabessy	Dean of Student Services, Co-Chair	Standing
Rajdeep Johal	Full-time Faculty*	Fall 2017 – Spring 2021
Laurie Daly	Full-time Faculty*	Fall 2017 – Spring 2021
Neli Gonzalez-Diaz	Full-time Faculty* (preference given to at least one Counselor)	
Mary Sharlow	Adjunct Faculty*	
Isabel Duenas	Classified Professional (preference given to Office of Student Engagement)	
Vacant	Classified Professional	
Vacant	ASWCC Representative	
Vacant	ASLCC Representative	
Vacant	ASCCC Representative	

*The committee should have at least one faculty member representing LCC and one faculty member representing CCC.

Meeting Schedule

2nd and 4th Fridays of each month during the academic year, 10:30-11:30 AM.

Quorum

For purposes of making recommendations or authorizing committee funds a quorum consisting of 50% + 1 of the committee membership shall be required.

Deliverables

1. Staff development activities including cultural competency and diversity trainings.
2. An outcomes evaluation process generating recommendations annually for improvements regarding campus climate, hiring and retaining diverse staff and faculty, or other needs to meet the goals of the WCC Diversity Plan.
3. Activities that support diversity in the classroom and campus community.
4. A calendar of Events and Programming that highlights the diversity of the campus community.
5. Updates to the WCC Diversity Plan.

Operating Procedures

1. The Committee operates consistent with the YCCD Shared Decision-Making Model.
2. Sponsor, Co-Chairs, and members will carry out responsibilities assigned to this committee and function under the Committee Roles as defined in the College Council Handbook.
3. Issues outside the committee will be referred to College Council or the President for direction/adjudication.
4. Agenda to be distributed 3 days in advance of a meeting.
5. Minutes to be distributed 5 days following each meeting.
6. Sponsor and Co-Chairs will make periodic reports to the College Council, President, the Chancellor and the Board of Trustees.
7. Sponsor and Co-Chairs will coordinate data/information needs and/or similar tasks to minimize duplication with other committees or project teams (e.g., Educational Master Plan, EEO, etc.)
8. Membership from the College Community will be sought.

Recommendations

Recommendations are forwarded to the College Council, Planning and Institutional Effectiveness Committee, or Academic Senate as appropriate.

College Communications

Diversity Committee will post agendas and minutes to the committee's web page on the college website. E-mails will be sent to the campus community in advance of meetings to solicit business for the committee to consider.

Council

A standing group of experts, defined by a purpose statement, charged with reviewing specificorganizational operations and reporting recommendations back to the authoritative body.

None to date

Subcommittee

A subset of standing committee; members organized for a specific operation that may or may not be time-bound.

None to date

Task Force

A selected group of experts charged by a standing committee or council to carry out a specific time-bound activity.

None to date

Work Group

A standing group usually appointed/approved by an authoritative body to carry out a specific project or event unrelated to College governance.

None to date