



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 Present: Genevieve Siwabessy (Dean), Neli-Gonzalez-Diaz (Counseling Faculty), Isabel Duenas (Student Engagement), Rajdeep Johal (Full-Time Faculty), Gurtaj Grewal (WCC Student), Mary Sharlow (LCC/Part-Time Faculty)

Members Absent: Melissa Moreno (Faculty), Laurie Daly (LCC/Full-Time)

Recorder: MARRISA BOSWELL (Student Services)

MINUTES

Friday, November 9, 2018

10:30AM-11:30AM

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

I. Introductions

- Gurtaj Grewal – student at WCC, active on campus

II. Approval of Agenda – Approved

III. Approval of Minutes – October 26, 2018 – Skip will send out by end of day Tuesday

IV. ACTION: Affirm Committee Effectiveness Survey

- Went over results from last spring, gave input for some goals. Due today.
 - Logistic support
 - Establishing Institutionalized Support – related to funding
 - Clarifying committee processes
- Approved by consensus

V. UPDATE: Diversity Survey

- Committee developed a survey last spring to send out to students and employees to assess the climate of the college.
- Gen took the survey to college council in which it was decided that the survey be taken to PIE committee.
- Gen took the survey to PIE and discussed extensively giving feedback
 - Current iteration there is not general support, but they do have support in developing a survey. The intent of the survey is not clear.
 - Look at our intent and work through committee processes to have the survey developed collectively. (Institutional charge).
 - Committee members who serve on other committees should help move

the conversation along about creating an institutional survey developed around diversity.

- PIE is not sure what the process is for a committee to move forward a survey. Gen did push for consistency in feedback. Diversity is the first committee to submit a survey like this (climate and committee based).
- Supportive of the survey.
- PIE takes care of process, committee comes up with intent.

VI. DISCUSSION: Spring 2019 Events & Funding

- LCC does Black History Month and Women's History Month 1 hr. event during college hour as well as a daylong Native American Empowerment Day (March 15 or 29), Si Se Puede daylong event (March 2 or 9).
 - Will have to speak with Dean Wylie regarding the budget for these events.
 - Migrant ED has traditionally paid for Keynote Speaker for Si Se Puede.
- Mary is planning with community members Cultural Competency in Native American Communities FLEX presentation.
- Local Museum (Middletown) hosting an Asian Exhibit History of Race –
- Will send out an edited list to include Lake in spreadsheet to add to funding request.
- Mary will send the information and details as well as talk to Dean Wylie about budget.
- Do the committee members have a role in the planning of these events?
 - Support (as needed) and Attend
- Someone has to have a relationship with the (community) in which we are celebrating.
- Partnerships with other community organizations.
- Think about how we are connected back out in our communities and how can we bring that to the college. Have community members involved in the event planning.

VII. Reports & Public Comment

- Recent Events: Dia de los Muertos, 11/1 & Diwali, 11/7
- LCC had Native American Day on 9/27 hour long event. Members from the community on the board of supervisors came and spoke and Mary spoke regarding the Native American Studies class.
- Mary's students had a Native American Exhibit in the library that students are still bringing in
- LCC has a Luau scheduled at the end of the month as a fundraiser for student scholarships. Hosted by the Culinary Department.
- Neli attended the second half of Dia de los Muertos, well attended, however we need to do a better job at advertising. Since it was held in the lobby of the library which led them into the library to see the alters that were created.
- Gen attended the first half of the Dia de los Muertos event held in the ME center. Talked about who they wanted to remember and what their knowledge was of Dia de los Muertos. More of an intimate event. Cross section of people (administrators, faculty, staff, students).
- Isabel liked the video of the traditions that were set up for the attendees who were early to watch. Comment made that everyone needs to be on the same page.
- Rajdeep attend the Diwali event, well attended. Isabel was there for half of the event and saw students who had not been in the space much before. Came specifically with the event who could identify. Audience added to the presentations.

VI. Emerging Interests

A. Multicultural Center Program Plan

B. Diversity Plan Review

- Will begin to dig into these items
- Diversity Plan Review is in the SharePoint folder
- Multicultural Center Program Review is not a current item. Will discuss possible strategies and identified somewhere to grow and institutionalize.
- Interest to have a functional multicultural center with staffing.

VII. Next Meeting, Friday, December 14, 10:30am-11:30am