



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: Melissa Moreno (Faculty), Nim Sohail (WCC Student), Isabel Duenas (Student Engagement & Outreach), Neli Gonzalez-Diaz (Counseling Faculty), Gurtaj Grewal (WCC Student), Laurie Daly (Full-Time/LCC), Rajdeep Johal (Full-Time), Rodrigo Lopez (CCC)

Members Absent: Mary Sharlow (LCC Classified),

Vacancies: LCC student, CCC student

Recorder: Marrisa Boswell (Student Services)

MINUTES

Friday, January 25, 2019

10:30AM-11:30AM

WCC ROOM 101 / LCC-CCC by phone 888-450-4821 Pin # 989250

- I. Introductions
- II. Approval of Agenda – Approved
- III. Approval of Minutes – October 26, 2018 and November 9, 2018 – Approved
- IV. Reports & Public Comment
 - Events: Lake campus events
 - Still working on Si Se Puede, Black History month is coming up and displays are in the library. Guest speakers are on the calendar.
 - February 26 – Black History Month
 - March 6 – Women's Panel
 - March 16 – Si Se Puede
 - Would like to have the counselors come up and participate.
 - March 29 – Native American Day
 - April 16 – Earth Day
 - April 19 – Future Chefs
 - Si Se Puede
 - Recommendation to include community members in planning of Si Se Puede but there has been no response.
 - WCC Si Se Puede event is not an outreach event, it's more of a graduation ceremony. 4-5 networking, 5-6 ceremony, 6-7 celebration.
 - LCC had approximately 60 students attend.

- Multicultural Center at Santa Rosa Jr. College with Equity Funds
 - Hired a full-time employee to staff their Multicultural Center
 - Committee should do some more research to find out how they fund their multicultural center.
 - See about getting Ethnic Studies students involved in organizing a multicultural stakeholder event in collaboration with Student Services to get stakeholders involved.
 - Ethnic studies interns are doing a good job at promoting the space for students to use. Gurtaj is in the center from 3-5 on Tuesday and Thursday.
- Diversity Committee Survey
 - Survey went from College Council to PIE. PIE had a concern that the work was not procedurally vetted. College survey process needs to be created. This is the first time a committee has generated a survey instead of the Institution generating the survey.
 - The 2017-2018 committee understood that the process was to draft the survey, share with committee members, come to a consensus, share with dean, and connecting with Dean of Student Success to disseminate.
 - Survey is just to go out to staff, not students.
 - College Council is wanting to hear from committee co-chairs about how to support the work and overcome barriers.

V. EVALUATION: Committee Purpose & Goals

- Committee was expecting to get feedback from our colleagues through the survey. Purpose and Goals is to indicate that it has been challenging to determine the committee's purpose and goals without the feedback from the survey.

VI. DISCUSSION: What is this *Diversity Framework for Institutional Transformation and Cultural Competency*

- Committee chairs need to inquire with college leadership about what this *Diversity Framework for Institutional Transformation and Cultural Competency* is.
 - The Draft Diversity Plan does refer to the Diversity Framework for Cultural Competence. Does not include Institutional Transformation.

VII. DISCUSSION: Who is the YCCD Diversity Project Team and how/when are ideas of faculty, staff and students being accounted

- YCCD Diversity Project Team may have gone dormant. Last update was from 2006 and 2008.
- Committee will inquire with Nili regarding the knowledge of last updating of the Diversity Statement in 2011-2012.
- Does Institutional Effectiveness do student services regarding diversity and experiences. Student Success Center surveys their students, but not necessarily related to cultural programming or student services that would be needed or desired.
- We do not have a full-time research analyst on campus and priority is being given to data pulled for HSI grant prep.

VIII. DISCUSSION: Diversity Plan Review

- Encourage all members to review diversity plan prior to next meeting.

IX. DISCUSSION: Spring 2019 Events & Funding

- We have an idea of what the events are at Lake. Lake has various sources of funding.
- Ethnic studies is late on leading events, they plan a year ahead.
- The Perch and Student Engagement is planning this summer to come up with a calendar of

events for fall 2019 and spring 2020.

- Spring 2019 upcoming events include:
 - Black History & Heritage
 - February 4th Kickoff and Guest Speaker
 - February 28th Movie Screening of “Hidden Figures” partnered with MESA
 - In the works – display in the library working with Dena.
 - The calendar for the next academic year should be in close collaboration with Ethnic Studies and Dr. Moreno. In the past years, there has been funding established through other units but not for ethnic studies.
 - Application for funding for cultural events used to exist but hasn’t happened this year. In the past, funds were from Equity and Flex.
 - Advocate to have allocation to Diversity Committee to ensure funding for next year.

X. DISCUSSION & DECISION: Fall and Spring 2019-20 Events

- Pending

VI. Emerging Interests

- A. Multicultural Center Stake holder meeting
- B. PRESENTATION: Multicultural Centers on other Campuses

VII. Next Meeting, Friday February, 8 2019

- A. Agenda Item proposed to discuss process of identifying process for diversity survey.