



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.

Present: Rajdeep Johal (Full-Time), Gurtaj Grewal (ASWCC), Dr. Genevieve Siwabessy (Dean) Laura Daly (Full-Time), Isabel Duenas (Student Engagement)

Guests: Charlene Jacinto (CCC/PT Faculty), Nili Kirschner (Resource)

Absent: Mary Sharlow (LCC/Part-Time Faculty), Dr. Melissa Moreno (Faculty), Namra Sohail (ASWCC) Neli Gonzalez-Diaz (Counseling Faculty), Rodrigo Lopez (CCC/Classified)

Recorder: MARRISA BOSWELL (Student Services)

MINUTES

Friday, March 22, 2019

10:30AM-12:30PM

WCC ROOM 101 / LCC-CCC by phone 1-888-450-4821, PIN TBD

- I. Introductions
- II. Approval of Agenda – Approved by consensus
- III. Approval of Minutes – Minutes for February 22, 2019, approved by consensus; no meeting 3/8/19

IV. DISCUSSION/ACTIONS

1. 2019-2020 Events Calendar

- Tried to get something from every culture
- Student Government was trying to plan an event for Earth Day, running a little short on time, might be pushing it to next year.
- LCC has a big event for Earth Day every year. Guest speaker, live music, prizes, bake cookies in the sun, etc. community is a big part of this event. Lake County Family Resource Center participates. 11-12 year has grown.
- Will wait to identify a lead for the events when everyone from the committee is in attendance. Programming doesn't necessarily have to come from the committee.
- Looking for ideas for the various events so we can determine funding requests.
- Homework for the committee, take the lists back to your campuses and determine what kind of activities and/or programming you would like to see for the various groups. Especially, if we would like to get it in the syllabi for faculty to promote to their students.

2. Multicultural Center Program Plan

- Agenda item included by Dr. Moreno but Gen was not prepared to introduce anything new for consideration or discussion.
- Multicultural center on campus is not tied to any program. Other campuses do not have multicultural

spaces, but there was an interest from the committee to establish center/space at the centers.

- There is an interest to institutionalize the multicultural center by attaching it to a program or establishing it as one.

3. Review of “WCC Diversity Plan”

- There was a YCCD committee prior to WCC becoming its own college. Came up with the vision statement and overall diversity statement.
- 2008, after initial accreditation, each college needed to have their own diversity plans. Diversity Committee was tasked with creating the plan along with the PIO (which we no longer have). At convocation an activity was done with the guiding principles and vision statement and attendees were asked to come up with goals. The committee took the feedback from convocation and established the goals, filled out the actions, identified who was responsible for each, etc. and brought back a draft to the group/college.
- The plan was adopted by College Council. With all of the turnover and changes, the plan probably needs to be revised.
- The plan lacked institutional support for implementation. There was also unresolved differences of opinions as to which marginalized group should be highlighted through focused programming and who should support activities and programs.
- Potential starting point for the reboot of the Diversity Plan could be hiring practices to yield more diversity by working with HR to do a research project on this and find out where we are missing diverse candidates in the pipeline. Looking at who is being weeded out prior to minimum qualifications determination, who gets an interview, etc.
 - Interest has come from Donald to work with the committee on EEO practices and hiring outside people to put on EEO training.
 - Anti-bias training is what we are looking for and what we need. Partner with HR to give suggestions and push.
- Training is needed to work with faculty regarding diversity awareness/cultural competency within the classroom.
- Strategies to think about:
 - implementing something similar to the survey to inform the diversity plan.
 - Student input is needed.
 - Issues with the survey came from a lack of clarity as to who the survey was being directed at. Get help with developing the survey to correct accurate and appropriate data. Inclusivity in the survey not just looking at cultural programming, but the LGBTQ community, food insecurities, etc. Convocation and ASWCC is a good place to start.
- Thinking about professional development opportunities for the committee:
 - Curriculum Institute panel of faculty from different disciplines who talked about inclusivity within their classrooms - brown bag, led by faculty.
 - Data to know what we need. Process for students can raise concerns and feel secure.
 - When talking about safety we seem to focus on physical safety and don't focus on the emotional safety.

VI. Updates & Public Comment

VII. Upcoming Events

VIII. Next Meeting, Friday, April 12, 10:30am-11:30am