



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: Melissa Moreno (Co-Chair), Rajdeep Johal (Full-Time), Neli Gonzalez-Diaz (Counseling), Mary Sharlow (LCC/PT Faculty), Laura Daly (LCC Full-Time), Gurtaj Grewal (ASWCC)

Absent: Genevieve Siwabessy (Co-Chair), Isabel Duenas (Student Engagement), Rodrigo Lopez (CCC/Classified)

Vacancies: LCC student, CCC student

Recorder: Marrisa Boswell (Student Services)

MINUTES

Friday, April 12, 2019

10:30AM-11:30AM

WCC ROOM 101 / LCC-CCC by phone 1-888-450-4821, PIN 568396

- I. Introductions
- II. Approval of Agenda – Approved by Consensus
- III. Approval of Minutes – March 22, 2019, Approved by Consensus

IV. DISCUSSION/ACTIONS

1. 2019-2020 Events Calendar

- LCC has an events committee on their campus that was just recently formed. Derek and Mary will be co-chairing. Will need to take the event calendar back to the committee for approval. Currently don't have any LGBTQIA or Asian API Heritage events.
- LCC is not wanting to commit to the events due to large amounts of turnover and workload.
- Requesting \$300 for each event for each campus, totaling \$7200. Melissa and Rodrigo collaborating on writing a proposal for funds. Sale as retention, persistence, equity, social justice, and outreach for funding purposes.
- Ethnic Studies interns will be speaking at the next Board Meeting on WCC campus, Thursday, May 9.

2. Next Steps for "WCC Diversity Plan" – 2019-2020

- Recap from last meeting's discussion with Neli.
 - Lack of institutional support
 - Lack of budget and events on campus promoting diversity.

- Potential starting point to reboot the Diversity Plan could be hiring practices.
- Send out a doodle to see about a workgroup for reviewing and revamping the Diversity Plan.
 - Possibility of hosting a flex opportunity for other faculty members to be involved.
- We need institutionalized funding which should be included in the plan and emphasize collaboration between student outreach and engagement, ethnic studies, student government, and early childhood education.
- Invite CHRO Donald Grady to attend our meetings and clarify the difference between job description and contract and revamping the Diversity Plan.
- Focus Groups have been seen to be effective and to have a few to get students view on cultural views and diversity.
- Survey that was created needs to be distributed, it is designed to be sent to Faculty and Staff not students.

V. Updates & Public Comment

1. Melissa -
2. Rajdeep - staying busy
3. Mary - multicultural poetry event co-hosting with Middletown art center.
4. Neli - getting back in the swing of things, has been out for over a month.

VI. Upcoming Events

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

Upcoming Agenda Topics:

Student Survey

Event Ideas

Diversity Survey