

Diversity In Action Group  
Meeting Notes  
April 14, 2015

**Members Present:** Sylvia Aguirre-Alberto, Fauzi Hamadeh, Theresa Martin, Fi Tovo, Makiko Ueda, Henry Villareal, Chair

**Guests:** Patricia Brown, Tabitha

**Review of the Agenda**

Henry added

**Approval of the DIAG Meeting Notes of March 10, 2015**

Meeting notes approved as presented.

**Diversity Planning Committee (DPC) Update**

Sylvia noted that the budget has not changed since the last meeting and the account still maintains a balance of \$3,780. She also mentioned that a campus-wide email had been sent out informing the campus community of the availability of DIAG funds. Sylvia also reminded the committee that current-year unexpended DIAG funds will carry over into the next fiscal year but must be expended by December. Lastly, she announced that the next DPC meeting scheduled for April 28 from 1:15 – 2:15 pm in 10-390 has been rescheduled to May 5.

**Student Equity Faculty Coordination Support/Faculty Co-Chair**

Henry explained that a previous DIAG meeting there had been discussion of having Theresa appointed to DIAG as Faculty Co-Chair in addition to providing support and coordination with the Student Equity Fund. As with other Institutional Committee faculty co-chairs, 3 units of reassigned time will be provided for this assignment. Committee members provided their support to have Theresa serve as faculty co-chair of DIAG. However, Henry noted that as an Institutional Planning Committee, the Academic Senate needs to approve such appointments. Henry had already confirmed this process with the co-chairs of IPC, Jennifer Hughes and David Laderman. Henry will follow up with David as President of the Academic Senate to seek appointment of Theresa to the faculty co-chair of DIAG.

**2014-15 DIAG Planning**

Sylvia and Henry discussed efforts to plan ahead for next year's diversity activities so that a comprehensive diversity calendar of events can be produced and be available by the start of the academic year. This will allow faculty to plan to plan ahead and be more likely to bring their classes to events. Similar to Black History Month and Asian/Pacific Islander Heritage Month celebrations, Henry would like to have events for Hispanic Heritage Month in September, Coming Out Month in October, and Disability Awareness Month in March. The Puente Club sponsors Día de los Muertos in November and another planned event is the celebration of Cesar Chavez' birthday. Henry is seeking to bring Delores Huerta, Co-founder of the United Farmworkers to campus in September along with East Bay Assemblyman Rob Bonta whose parents were part of the 1970s farmworkers movement. Also, Dr. Ronni Sanlo who has produced a documentary titled "Letter to Anita" focusing on the anti-gay movement in Florida during the 1970s is scheduled to visit CSM on October 1<sup>st</sup>. Thus, the more DIAG can plan in advance, the more the group can promote its activities in advance.

### **Derogatory Language Forum Update**

Henry explained that the planned workshop had been postponed but the workshop may be held at a future date. As well, Patricia presented that she had met with the Umoja Club and gained support from several of the members regarding personal offense to the use of the N-word. In addition, she is seeking to identify other students who no longer utter the N-word as a means of building a coalition of students who can help bring about awareness of the impact this word has on members of the CSM community. Henry noted that Dr. Eddie Moore is still interested in conducting a presentation at CSM on the use the N-Word and other derogatory terms. Plans are underway to bring Dr. Moore to campus in the fall semester.

### **Respect and Tolerance Campaign**

Henry provided an update on the planned Respect and Tolerance Campaign planned for the 2015-216 academic year. He provided a draft document developed by James Carranza who then expanded on the content of the draft document. As noted in the draft document, the framework for the campaign essentially revolves around a partnership between, “DIAG and other Institutional Planning Committees, Academic Senate Committees, Associated Students, and student clubs to promote a campus-wide respect campaign, to celebrate diversity on campus and to create greater awareness of and respect for our similarities and differences.” Of key importance is the incorporation of the college’s Mission and Diversity Statements, specific Institutional Priorities, and other institutional documents. As also included in the document, “We are eager to support already planned activities or those ‘in the works’ as a way to foster the over-all mission of the campaign. Simply, we are looking for partners and groups to support in their work to embrace diversity.” The campaign will seek to partner with the aforementioned groups to sponsor events that include speakers, workshops, brown bag lunches, and a Museum of Tolerance Welcome Home Reception amongst other events. These events will be targeted during specific timeframes like flex days and during various heritage month and birthday celebrations, e.g., Asian/Pacific Islander Heritage Month, Black History Month, Cesar Chavez’ Birthday, Disability Awareness Month, etc.

Henry shared an example of a “Pledge of Respect and Tolerance” that was modified from an oath that was developed by the Not In Our Town Organization. Henry proposed that the pledge is something that might be used as part of the Respect and Tolerance Campaign. The proposed pledge reads, “I pledge to confront all forms of hate, bigotry, and bullying. I will not stay silent in the face of intolerance based on race, ethnicity, sexuality, gender, religion, ability or any other factor. I will work together with my college community to create a safer, more inclusive campus for all.” While there was agreement to incorporate the pledge into the campaign, Fauzi raised a concern about the use of the term tolerance as the term does not fully affirm or respect one’s difference(s). If we are seeking to fully respect and embrace one another’s differences, then we as a campus community need to move beyond tolerance and towards acceptance of all. There was consensus amongst the group to change the campaign language from Respect and Tolerance to Respect and Acceptance, and support for the Pledge of Respect and Acceptance.

### **HSI/AANAPISI Institutional Eligibility**

Henry explained that CSM has been designated as a Hispanic Serving Institution and is now eligible to apply for federal HSI funding! This realization came about from attending the Hispanic Serving Institution Conference held at UC Davis in March. While at the conference which was attended by Henry, Lorena Gonzalez and Joey Martinez, Henry spoke with Deborah Santiago, Vice President of Excelencia who confirmed that CSM was indeed considered an HSI based on the Federal IPEDS data which denotes CSM as having a Hispanic enrollment of 29.9 percent which surpasses the minimum threshold of 25 percent Hispanic enrollment. Similarly, it had been recently determined by Jennifer Taylor Mendoza that CSM is considered an Asian American Native American Pacific Islander Serving Institution (AANAPISI) due to the college having an enrollment of more than 10 percent of API students. Thus, CSM is eligible to apply for both grants, i.e., HSI and AANAPISI. It is expected that grant proposals will be submitted for both HSI and AANAPISI. Henry will keep DIAG apprised of developments.

### **Academic Senate California Community College Survey: Building a Cultural Competency Plan**

Postponed due to lack of time.

Summary Notes prepared by Henry Villareal, Committee Chair

**Next Meeting:** May 12, 2015