

Diversity In Action Group/Equity Committee
Meeting notes of February 9, 12:30 – 2 pm
10-401
Notes prepared by Henry Villareal

Members present: Paul Hankamp, Annie Theodos, Sylvia Aguirre-Alberto, Lorena Gonzalez, Fauzi Hamadeh, Makiko Ueda, Fi Tovo, Lee Miller, Krystal Romero, Justine Evirs, Henry Villareal

I. Review of the agenda

Approved as presented. Paul Hankamp was introduced and welcomed as a new faculty representative to the DIAG/Equity Committee. Paul was also congratulated on having recently been hired as a full-time, tenure-track Biology instructor commencing with the fall 2016 semester.

II. Meeting notes of November 10 and December 8 were approved.

III. Diversity Planning Committee Report

Sylvia provided a detailed budget breakdown which noted that Diversity Planning Committee Budget has a current balance of \$6086.45. As of January 29, 2016, \$5,350 has been allocated for various events. The most recent event approved is an Introduction to Ayurveda workshop submitted by Denaya Dailey. The workshop is scheduled for May 4. She also noted that there is a pending request for a Black History Month event called “Doodu Boy” which is a one-man play by Stephen Bryan, a CSM alum. The request was submitted by Makiko Ueda and Fred Gaines and is scheduled for February 23 in the theatre.

IV. Sustainability & Social Justice Flex Day Event Review

Paul shared that the Flex Day event titled, “Communication Across Difference” went very well with approximately 12 individuals participating. Paul noted there was good interaction amongst the participants and he thanked Fauzi, Tabitha and Henry for helping to coordinate the workshop and for being active participants. The event was cosponsored by the Sustainability Committee and DIAG. Paul noted that a satisfaction survey was completed by participants and he will be receiving the written feedback sometime soon from Theresa Martin. It is likely that future events will be coordinated between the Sustainability Committee and DIAG.

Week of Service in Honor of Cesar Chavez.

V. Equity Budget Report

An update on the Equity Budget will be presented at a future meeting.

VI. DIAG/Equity Committee Goals for 2015-16

Committee members reviewed the draft of the 2015-16 goals which were drafted by Theresa and Henry. Lee asked for clarification of the intent of Goal 3 and after discussion the goal was revised to the following: "Provide a calendar of events that support evidence-based and culturally diverse educational activities for students, faculty, staff and administrators." Goal 4 was also revised to emphasize not only the importance of diversity in the hiring process but to also recognize the diverse student population that comprises the institution. The goal now states, "Promote diversity in the faculty and staff hiring process to ensure culturally relevant teaching pedagogy and practices to better serve a diverse student community of learners."

VII. Equity Director Job Description

A job description for the Equity Direction position will soon be developed and presented to the committee for review and approval before presenting the document to Cabinet. Theresa and Henry will develop a draft and share with the committee by the next meeting. The committee will also recommend to whom the director will report and will clearly define the role of the director which, the committee strongly believes, should focus primarily on diversity and equity related responsibilities. Henry also noted that the equity budget will likely incorporate some significant changes for 2016-17 as staff salaries and benefits for the equity director and program services coordinators (Mana and VROC) encumber 70% of the budget. Henry also mentioned that all activities included as part of the Equity Plan will need to be tracked annually to assess fulfillment of key success indicators.

VIII. Name Change for DIAG/Equity Committee - Henry

A suggested name change for the DIAG/Equity Committee was provided by Kate which is the Equity and Diversity Action Committee or EDAC. This is the name used by the Academic Senate for California's Community Colleges. The committee will consider this name change at its' next meeting.

IX. DIAG Goals and Objectives for 2015-16 - Henry

A draft of the DIAG/Equity Committee Goals for 2015-16 drafted by Theresa was presented to the group for review and consideration. Discussion ensued with one suggestion that goal number 3 be more explicit in its relation to institutional priorities. A questions was also raised as to why equity is not included as an institutional priority. Henry will bring this concern forward at a future IPC meeting. Henry also mentioned that a committee goal might focus on diversifying CSM faculty. He will develop such a goal for committee review and consideration at the next meeting.

X. Other - Lorena

As part of the committee's diversity initiatives, Lorena suggested the committee consider reviving the former "Campus Conversations on Diversity Series". This series focused on a diversity topic in which CSM staff, faculty, administrators and students participated as panelists and shared personal experiences and/or responded to questions presented by a moderator. One meaningful past event was a panel of African American students who shared their experiences as members of the CSM community. The Committee will consider sponsoring such events in the future.

Next Meeting: February 9, 10-468