

Diversity In Action Group/Equity Committee

March 8, 2016

10-401

12:30 – 2 pm

Present: Sylvia Aguirre-Alberto, Kristin Dempsey, Justine Evirs, Lorena Gonzalez, Theresa Martin, Lee Miller, Annie Theodos, Fi Tovo, Makiko Ueda, Henry Villareal

Introductions

Kristin Dempsey from California Institute of Behavioral Health Solutions, community member of DIAG, attended the meeting. Her position works on development of a mental health workforce.

- I. Review of the Agenda
- II. Approve DIAG/Equity Committee Meeting Notes of February 9 - Approved
- III. Approve DIAG/Equity Committee Goals for 2015-16 –Approved
- IV. Review and Approve Updated Equity Director Job Description – Henry shared that President Claire is interested in discussing the position being a Dean position. The position may include the oversight of student support services and/or other areas. The college is adding another new position: director of DSPS. Discussion followed about the implications of having the Equity position be at the Dean level.

Regarding the job description: Lee suggested combining #6 with another responsibility, committee agreed to combine with #11. Justine asked that the cultural competency qualification be evidenced in a concrete way, discussion followed. Committee agreed to require supplemental questions as part of the application process, to get evidence around cultural competency, and personal and professional experiences.

- V. Diversity Planning Committee Update – Sylvia reported \$7600 has been approved; \$3,836.45 is remaining for the year. The money can carry over until December 2015. Survey results are being collected and will be analyzed for themes and additional opportunities. Requests can be made for next fall from the current year funds. Makiko reported that the Doodu Boy Play by Stephen Bryan was very successful. About 200 students came. Henry will be submitting an event with Dr Ronnie Sanlo. Krystal facilitated a discussion at The Village about language and culture called “The ‘N’ Word and the Power of Language”.
- VI. Debrief of National Equity Project Flex Day Event – Theresa reported that the event was successful. Participants gained insights into one another’s identities and the power of communicating across differences. Committee members spoke about their experiences at the workshop. The comments were mostly positive. Some attendees felt more content and less use of the didactic approach would be useful. Pacific Educational Group.com was suggested as educational equity group that does summits called courageous conversations. Lorena recommends them for a workshop next year. BSI, CAE and SEP are collaborating on bringing more presentations to the campus.

- VII. Diversity Website Update – Paul, Fauzi, Theresa
heresa got input from the committee about things to add to the page including more images and a Facebook page link.
- VIII. Announcements
Lorena provided posters about the upcoming Week of Service Honoring Cesar Chavez. The events will be held during March 21 – 24.

Upcoming CSM Professional Development Events

National Equity Project: March 3 & 4 Flex Days

Co-sponsored w Center for Academic Excellence/DIAG/Equity Committee

CCC Student Success Conference 2016: March 14-16, Sacramento

Opening Day Keynote Speaker: Vincent Tinto

Equity Frameworks: April 22

Julie Lewis, Veronica Neal -- Foothill/DeAnza

Co-sponsored Center for Academic Excellence, Basic Skills Initiative, DIAG/Equity Committee

Microaggressions: April 29

Dr. Jackie Reza, E3=Education*Excellence*Equity

Dr. JuanCarlos Arauz, E3= Education*Excellence*Equity

Co-sponsored by Center for Academic Excellence, Basic Skills Initiative, DIAG/Equity Committee

Reading Apprenticeship Conference: May 13-14

Cosponsored by 3CSN and College of San Mateo