



REDWOODS COMMUNITY COLLEGE DISTRICT

Meeting of the

Multicultural and Diversity Committee

- Eureka: 7351 Tompkins Hill Road, SS 202 (Board Room)

Friday, October 21, 2016

3:00 PM

Minutes

1. Call to order: MDC Committee members present: Shannon Sullivan, Sean Herrera-Thomas, Dana Maher, Chris Callahan, Katie Sharp, and Renee Saucedo.

Approval of Minutes from 10/7/2016:

The minutes were approved with the following correction: The acronym for HSU's underground model from previous discussions is Qweerss (Queer Staff & Faculty Retention Program) - not 'Queers'.

2. Discussion Items

Discussion Item: Revision of Bylaws/Duties and Purposes

Dana Maher suggested the following revision:

Instead of 'It plans, develops, and implements educational programs, activities, presentations and events that educate, engage, heighten awareness, and synergize multi-cultural populations,' it should state:

"it supports campus efforts to plan, develop, and implement educational programs, activities, presentations, and events that educate, engage, heighten awareness, and synergize multi-cultural populations. "

Committee members questioned the definition of "support."

Renee Saucedo observed that items 1 and 5 on the document Bylaws Revision Draft, and "Duties and Purposes" from 10/21 are redundant/same.

She also suggested the following revisions: Instead of 'It strives to increase the retention of students, faculty, and staff from underrepresented groups,' it should state: 'It strives to recruit and increase retention of students, faculty, and staff from underrepresented groups'.

Saucedo also recommended, regarding Item 4, instead of “It facilitates on-going faculty involvement in the success of the Multicultural and Diversity Center,” It should also state (perhaps as a separate item): “It facilitates ongoing faculty involvement in the support of underrepresented populations and the development of multi-cultural curricula.”

Also, Saucedo suggestion that on Item 6, we replace ‘multicultural populations’ with ‘faculty and staff’.

Shannon Sullivan proposed the addition of another, separate Item: “MDC Collaborates with Faculty Development to plan, develop, and implement educational programs, activities, and programs that educate and heightened awareness for faculty and staff.”

Sean Herrera-Thomas and Katie Sharp observed that Item #4 from the existing bylaws be included in the revision. Sharp suggested the following language: the “MDC serves the campus community to provide guidance to the Annual In-Service to report the campus climate.”

The Committee members then discussed the role of the MDC as it might evolve in response to the District’s current emphasis on addressing equity issues and in response to current concerns among students, staff, and faculty regarding equity.

Discussion Item: Negative experiences of equity students on campus that reflect the lack of cultural sensitivity of behalf of faculty and staff –the need for training.

Renee Saucedo commented that equity needs to extend beyond the Equity Division. She noted that the MDC of the Academic Senate needs to create an outreach plan to invite faculty and staff to have extensive conversations and trainings centered around implicit bias and structural racism. And she observed that the MDC needs to be one of the leaders in mobilizing efforts and making recommendations/championing these discussions.

Sean Herrera-Thomas noted that the MDC needs to report to Academic Senate regarding existing campus practices that further marginalize Equity students. He commented that the MDC functions as a partner of the larger Academic Senate that helps identify emergent need for equity training(s) to be implemented in the school. Also, he noted that individual departments can highlight equity indicators in Program Review.

Shannon Sullivan suggested that when reporting to the Academic Senate, we should bring students who might be willing to share their views or experiences.

Dana Maher commented that the MDC role is to help the Senate work proactively in support of diversity on campus. She noted that the role of the MDC should be to evaluate the college’s and campus’ procedures and practices to find ways to infuse multiculturalism and inclusiveness in every area of campus life; however, the work of the MDC should engage others and evaluate the District’s efforts in this work, not to be the primary body that is doing this work,

Sean Herrera-Thomas question, How do we implement training of faculty and staff to make the classroom a safe and bias-free environment, i.e. during convocation? Or is there another time that would work better? He commented that we want to explore the Listening Sessions idea further.

Christopher Callahan identified time and scheduling as significant considerations. Training needs to become mobile and integrated within our existing meeting structures, that Division, Senate, Department meetings need to take time out of their schedules to conduct training sessions.

Shannon Sullivan suggested that we consider making the faculty and staff training happen online.

The Committee then discussed the potential of using student surveys and gathering some information from faculty evaluations to gather data regarding student experiences.

The meeting was adjourned at 4:00 PM because many of the Committee members needed to prepare for Science Night.