



REDWOODS COMMUNITY COLLEGE DISTRICT
REGULAR MEETING OF THE MULTICULTURAL AND DIVERSITY COMMITTEE

College of the Redwoods

- **Eureka: 7351 Tompkins Hill Road– Board Room – SS 202**
- **Crescent City: 883 W Washington Blvd, Room E-3**

October 5, 2018 – *3:15 pm*

AGENDA

1. Call to Order
2. Introductions and Public Comments: Members of the audience are invited to make comments regarding any subject appropriate to the Multicultural and Diversity Committee.
3. Approve September 21, 2018 Multicultural and Diversity Minutes (Attachment)
4. Discussion:
 - 4.1. A closer look at enrollment data: ethnicity, location, area E, and protected courses: (Attachments)
 - 4.2. MDC Committee planning for 2018-2019
 - 4.3. APs and BPs currently up for review
5. Future Agenda Items: Committee members are encouraged to request to place an item on a future agenda.
6. Announcements and Open Forum
7. Adjourn

Public Notice—Nondiscrimination

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Next Meeting: October 19, 2018

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 - **Crescent City: 883 W Washington Blvd, Room E-3**
- September 21, 2018 – *3:15 pm***

MINUTES

Members Present: Natalia Margulis (Chair), Shannon Sullivan, David Duberow, Wendy Bates, Justine Shaw, and Support: Jessica Frint.

Members Absent: Bernadette Johnson, Alia Dunphy, David Bazard, Kintay Johnson

Others Present: Cameron Johnson

1. Call to Order: Natalia Margulis called the meeting to order at 3:16 pm.
2. Introductions and Public Comments: Cameron Johnson introduced himself and stated he was looking for ways to advertise for the new Modern Latin America History Courses to get student interest. Angelina Hill stated that it has not been confirmed if it will be approved for Area E CSUs by the spring. Natalia Margulis suggested that he speak with Alia Dunphy in the Multicultural and Diversity Center as well.
3. Approve September 7, 2018 Multicultural and Diversity Minutes: On a motion by Natalia Margulis seconded by Shannon Sullivan. The minutes were unanimously approved as submitted.
4. Action
 - 4.1. Campus Climate Survey Selection Vote: There was 1 vote for EAB Campus Climate Survey and 3 votes for UCLA Core Survey. The UCLA survey was selected by majority vote.
5. Discussion:
 - 5.1. Protected Courses Update: Natalia Margulis stated that this document showed the schedule of protected courses so the committee could review against the schedule for other popular required classes. Angelina Hill stated that Dave Bazard reviewed the schedules and didn't believe that there was an issue with scheduling conflicts against core courses. The committee reviewed the flow chart; there were questions on if it was current. A. Hill stated that there was confusion on how the list of courses was developed. Natalia Margulis stated that the MDC used a prior list and did put additional courses on the list. A. Hill to run the IR data for low enrollment for the committee.

5.2. MDC Committee responsibilities and planning for 2018-2019: The committee discussed ideas for their work in 2018 – 2019.

- Process for students to have information access to information if they feel there is discrimination happening in the classroom. Possibly something Wendy Bates can speak to further.
- Justine Shaw suggested reviewing the effect of AB 705 and how it affects diverse students. Justine Shaw discussed that she was given documentation from Nicole Bryant-Lescher. J. Shaw stated that she sent Natalia the document.
- Enrollment and Financial Aid; Review policies and procedures. Review the number of students that have been accepted and rejected, the number of students that stopped the process and see if there is a complexity in the area.
- Natalia Margulis suggested having a day where mentors come to campus to talk to students so they can meet professionals working in the field.
- Student Athletes and how they are affected by attendance policies.
- Natalia Margulis mentioned Professional Development; possibly workshops focusing on students with disabilities and students with mental illness and giving faculty tools to know how to handle situations. ‘Help’ cards that list resources available to them that faculty and staff could give students was suggested. Alia Dunphy informed the committee of an Anxiety and Depression Support group and Trauma Support Group and explained that they are training mentors to roll out in spring. She stated she was working on creating a resource list to know who to refer people to, similar to the ‘Help’ cards.
- Diversity Climate survey for Faculty and Staff in addition to students.
- Look into the expansion of courses that promote diversity. There are many that are limited to students that are not at the Eureka campus. Can these be expanded using telepresence/online modalities?

5.3. Overview of committee roles and staffing for 2018-2019: Natalia Margulis emailed Natalie Barbara and is waiting on response. She stated that she will continue the attempt to find a DSPS representative. N. Margulis informed the committee that the MDC is still in need of an Associate Faculty member. Alia Dunphy stated that she spoke with some students and there was interest. She stated that there would likely be a representative during the next meeting.

6. Future Agenda Items: Committee members are encouraged to request to place an item on a future agenda.

7. Announcements and Open Forum:

7.1. Shannon Sullivan announced that the college will have an exhibition from Lisa Marie Barber, 'Urban Garden'. The opening reception is October 4th, from 4:00 pm to 6:00 pm, the interactive demo of Ceramic Building Techniques on October 3rd, 4:00 pm to 6:00 pm, and the artist lecture on October 4th at 3:00 pm.

7.2. Alia Dunphy announced that there will be student presentations on LGBTQ+ on Wednesday, October 26th from 4:00 pm to 5:30 pm in Humanities 129. She also announced that Native American day will be Friday, September 28th in the Multicultural and Diversity Center in LRC 103.

8. Adjournment: On a motion by Shannon Sullivan, seconded by Dave Duberow, the meeting was adjourned at 4:30 pm.

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Notes on Enrollment for 10/05 meeting

HE-2 Women's Health Issues and the ESL courses, while not Area E course but on the MDC list, were largely attended by underrepresented minorities.

Below are some classes that aren't on the MDC list and aren't Area E, but that have a very diverse student body.

With the exception of SPAN-2A (not on the list of protected courses), none of the Area E courses had as diverse a student body as these courses:

- POLSC-1 – Political Controversies – average enrollments per section = 13, so low enrolled
- RHM-32 – Hospitality Business Ownership – average enrollments per section = 11, so low enrolled and we did cancel this year
- BUS-52 – Business Communications -- average enrollments per section = 15, so somewhat low enrolled
- GS-6 – First Year Experience – not low enrolled when required by EOPS
- BIOL-20 – Natural History -- average enrollments per section = 16, so somewhat low enrolled
- ANTH-6 – Intro to Forensic Anthropology – average enrollment per section = 19, uncertain if low enrolled
- AT-18 -- Automotive Engine Repair – average enrollment per section = 18, so not low enrolled for CTE
- READ-10 – Book of the Year Discussion Group -- average enrollment per section = 18, uncertain if low enrolled
- A variety of PE courses – enrollments vary

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Proposed Recommendations to the Enrollment Management Committee
Deans Counsel and Enrollment Management Specialist
Multicultural and Diversity Committee of the Academic Senate
April 20, 2018

The Multicultural and Diversity Committee has been tasked by College of the Redwoods' Workforce Equity in Hiring Plan, specifically initiative III.1.J, with the following:

"The Multicultural and Diversity Committee will review curriculum offerings to determine courses (or additional courses) that would serve our underrepresented students and attract a diverse pool of instructors. The resulting list of courses will be sent to appropriate discipline experts, division deans, and directors to consider in course scheduling and course initialization. The list will also be sent to the Enrollment Management Committee for consideration. Chair of MDC and Senate Co-Presidents."

The MDC has compiled the following list of courses and accompanying justifications that may need protection in case of low enrollment because they may attract a diverse student body and/or faculty.

- ANTH-3-- Introduction to Cultural Anthropology
- CINE-3 --The Cinemas of Latin America, Asia, and Africa
- GEOG-2-- Cultural Geography
- ECE 18 --Teaching a Diverse Society
- ENGL-9 --World Literature: Early Modern to 20th Century
- ENGL-10-- World Literature: Antiquity to The Early Modern Era
- ESL-102 -- ESL Beginning Level, Part III
- ESL-302B --ESL Beginning Level, Part 2
- ESL-302A-- ESL Beginning Level, Part 1
- ESL-200 --Fundamental English for Second Language Learners-Low Beginning
- ESL-201-- Fundamental English for Second Language Learners-High Beginning
- HE-2 --Women's Health Issues at the Eureka site
- HIS-11-- History of Women in America: Pre- Contact to 1877
- HIS-12-- History of Women in America: 1877- Present
- NAS-1-- Introduction to Native American Studies at the Eureka campus
- NAS-13--Native Cultures of Northwestern California
- NAS 21-- Native American History
- PE-15 --Women's Self Defense
- POLISCI-3--Modern World Problems
- SPAN-1A -- Elementary Spanish I
- SPAN-1B-- 1B Elementary Spanish II
- SPAN 99A-- Latin American Cinema
- SOC 5-- Race and Ethnicity in Society
- SOC 9-- Introduction to Women's Studies
- SNLAN 1A -Elementary American Sign Language I
- SNLAN 1B -Elementary American Sign Language II
- YUR 1A -- Elementary Yurok 1