

Diversity & Equity Committee

Meeting Minutes

14 July, 2022

Participants: Abbie Leavens, Ale Sanchez, Alyssa Mayclin, Ariana Muro, Cedric Chaney, Dana Cummings, Gabino Slagado, Leszek Cromwell, Danielle Casey, Dani Trimble, Sharee Bent, Nicole Faber

- Governance: Abbie opened the meeting. Sue explained how governance worked in the past, start possible work groups, people want to get involved, create new positions.
- Abbie: open up DEI efforts with campus and invite others on campus. Doing outreach with others on campus, and show up to represent DEI.
 - Start new positions
 - Communications Officer: Danielle Casey was nominated and accepted
 - Secretary: Serena Murray was nominated and accepted.
 - Treasurer: Alyssa Mayclin was nominated and accepted
- Sue explained that our budget is \$10,000 annually. Most is not used, and we may need a treasurer, but it's not a large position. Limitations: operating budget only. Events could be cosponsored.
- Abbie: when groups are formed, funds could be allocated. Outreach with Natasha Allen. Start with interest groups,
- Sharee-get ESL instructor involved, make presence known on campus, meet and greet.
- Dani: personal invite, meeting with individual departments, or those who specifically need help in DEI.
- Ariana: having conversations with departments, then personal invite-informal meet and greet, invite ourselves to department meetings. Ask them to come share what they are doing for DEI.
- Abbie: outreach-vocational, athletics, IT, Campus Services, Running Start.
- Sue: Assigning groups for departments finding those gaps that we can help with: admin, instruction, etc., we want to know what everyone else is doing. Giving small groups talking points to speak to departments about.
- Dani: Headstart is underrepresented. They do a lot for DEI, and we would like to hear
- Nicole: We are working on DEI collaborating with outreach. Ariana has contacts with various resources in our community.
- Abbie: Create a google Doc to organize all of this. Need a date for meet and greet. Inservice may be too busy, do one during inservice and one after to include students.

Use the Pavilion. Open up meetings for everyone across campus, keep comfort level, facilitate questions or a forum. Task oriented.

- Dani: using safe zone-train people on specific topics. 21 day challenge, book club, facilitate training, give people opportunities for training. Implicit bias-promote training for credentials, We do have a basic needs task force, we could work in conjunction with them. Community relations, there is a lot of momentum in the community, and get connected with community groups.
- Ariana-connection with ASLCC, how can we support their cultural celebrations? Liaison between multicultural club, ASLCC, and DEI committee. Invite other staff.
 - Affinity group is in the works, planning on starting in August, working on with Sue and Dani and drafting the policy. Groups will get to decide who can join and keep informal.
 - Sue-strategic plan was edited by ELT. Affinity groups can start and ELT will continue with structure behind them.
 - Ariana: build groups depending on what is needed.
- Sue: Let's look at work group ideas. Use a "passport" that gets stamped as they participate in DEI training such as Dreamers, then participants can display the passport. Strategic plan-build action groups around the strategic plan.
- Danielle- misconceptions on affirmative action and actual diversity laws. Work group around practical/basic needs, fill a water bottle for the community.
- Add basic information to our webpage. Push for better signage in different languages. Diversity presence around campus, need more spaces and arts around campus.
- Dani: need more authentic images. Especially the stock photos used on website. More authenticity.
- Lesh: Staff testimonials
- Sue: Sydney is on committee- let's make them aware.
- Danielle: changing mascot to a more regionally appropriate image. Community driven choice
- Dani: ASLCC had talked about a committee to change it. How can we support them?
- Please check the Diversity page for the survey results. Sue will share the official Strategic plan. Please review both by the next meeting.