Diversity Functional Committee  
Meeting Minutes  
September 12, 2013  
B-223

PRESENT: Deborah Ford, Kay Frey, Luisa Hernandez, Rosa Maria Hernandez, Lindsey Westley, Izabela Zuraska, and Alison Healy

1. Welcome and Introductions

We welcomed Alison Healy representing CAAS. She will be replacing Deborah Ford on the Committee.

2. New Business:

- Meeting days and times – the current meeting schedule creates two issues: not enough time between the committee meeting and College Council to prepare a report or submit items for the agenda; faculty members are not able to attend meetings due to a conflict between the meeting times and their teaching schedule. The Committee suggested we move the meeting to the first or last week of the month. They also suggested we seek input from the four faculty members on the committee to determine the days and times that would best fit their schedules.

- Title V Grant – provides the committee with the opportunity to include diversity training for faculty and staff as part of the grant. Faculty members have expressed a need for more training on working with second language learners and student with disabilities, as well as cultural proficiency. Bringing back the Cultural Center was also suggested. The Center would be a support to immigrant students and educate others about other cultures. We need to have focus groups with students to identify further needs.

- Identify goals for FY14 – The committee will continue to focus on the areas identified last year: communication, ongoing training, and recognition and support. Due to the lack of diversity funds, the Committee focused on identifying activities that can take place using current recourses without costing the college too much money. Several ideas were suggested for each area, and we also agreed a College Hour would help us get more ideas and determine needs around campus.
  - Communication – Hold a student contest for a diversity poster. We would need to identify a theme and work with staff and students to make it happen. The same design can also be used to create a bookmark promoting diversity.
  - Faculty has expressed a need for training on working with second language learners and learner with disabilities. Staff can also benefit from similar training. Also promote the current links on the diversity website.
Create a method for recognizing faculty who include diversity in their classes

3. Old Business:
   - Hispanic Heritage Month – In talking to administrators around campus, many questions why recognizing and diversity has to target a particular group, instead of all groups. We discuss the idea of having larger events that focus on specific topics and not just particular groups.
   - Protocol on employee participation in networking groups – was not discussed.

4. Concerns or issues - none

5. Announcements - none

6. Next meeting – October 3, 3:00-4:00