

**President's Commission on Diversity**  
**November 10, 2008 Minutes**  
**3:00 p.m. – 5:00 p.m.**

**Members Present:** Diana Holz, Deb Casey, Ray Lader, Jhon Valencia, Bryce Hughes, Marycarmen Becerra-Nunez, Patrick Reeves, Fred Mendoza, Amanda Schaefer, Kelly Blackwood, Bill Belden, Lesley Hogan, Paula Burns, Cyndi Rapier, Brad Johnson, Tina Christian, Alexandra Davis, Shirley Quenga, Josh Gerstman, Rich, Rutkowski, April Jensen, Krista Fox, Susan Davis

**Members Absent:** Jean Carmack, Loretta Fergusson, Sylvester Neal

**Introduction:** Deb & Diana welcomed everyone to our second meeting of the academic year. Since there were a few more new members present, everyone was asked to share who they are and their role at GRCC or within the local community.

**Review of Mission and Goals**

Diana reviewed the mission and goals of the commission. The vision is to develop a team of multicultural leaders committed to enhancing diversity at GRCC and provide quality leadership that is empowering, comprehensive, intentional, and action oriented. It is also expected that all team members are engaged and committed to our meetings, recommendations, and outcomes and to find resources focused on financial and human resources and provide credibility to the diversity initiatives.

**Update on BOT Monitoring Report**

Deb, Fia, Marycarmen, and Jhon gave a brief update on the BOT Monitoring Report and stated the presentation was interesting, people were receptive, engaged, and their questions were clearly answered, great presentation. The goal is to provide services for under-represented students to support their learning and promote student success. This is a college-wide effort that includes Student Services, curriculum and instructional initiatives. Two significant frameworks tied to under-represented students, Diversity Framework and the Student Achievement Initiative.

**Action Item:** Deb will send BOT Monitoring Report to the new members.

Deb also presented the Monitoring Reports at MEC (Multicultural Equity Council) and highlighted what the statistics look like with our current students. With this, the commission came forward and outlined the nine strategic recommendations, actions/indicator outcomes and created action teams for each recommendation.

**Action Planning Teams Meet to Review Progress**

Action teams met at the first commission meeting for the academic year which was held at the Refugee Transition Center on Oct. 13<sup>th</sup>. Deb read through each of the nine actions/indicator outcomes once again and asked members to participate with any of the action planning teams.

**Action 1: Provide Sessions for Student and Parents on Financial Aid**

**Team Members:**

Bill Belden (lead)

Laura Griep

Jean Carmack

Jhon Valencia  
Lesley Hogan

**Action 2: Offer Course Content Concurrently with ABE/ESOL/IBEST Students**

**Team Members:**

Diana Holz (lead)  
Laura Griep  
April Jensen  
Susan Davis

**Action 3: Remove Institutional Barriers**

**Team Members:**

Joe Huang (lead)  
Sylvester Neal  
Fia Eliasson-Creek  
Paula Burns  
Ray Lader

**Action 4: Limit the Number of Minimum Qualifications for Positions at GRCC**

**Team Members:**

Ray Lader (lead)  
Kim Nakano  
Lesley Hogan  
Shirley Quenga  
Fred Mendoza

Per Deb, MEC asked that we change the word “limit” to “expand”. This is something Action Team 4 could discuss and report on next meeting update.

Ray thought that it would be great to have a community member, an outside organization, be a part of this team. Ray also stated that a conference call is also doable for this community member if he/she is unable to come to campus to meet. Fred Mendoza volunteered to be a part of this team.

Brad asked about the exit interviews and how often it occurs and if there’s a voluntary survey as to why people leave. Is there an online tool and is it anonymous, willing to hear suggestions.

Lesley mentioned that people have been honest and direct. She would need to go through her notes.

Deb stated that the history came out last year and sub-committees made these recommendations and will stay on until completion. Both Deb & Diana want to be as intentional as they can and open to the idea that things may shift.

It was mentioned that the exit interviews/voluntary survey may fall under Action #3, but Fia thought that we are losing student perspectives. Diana said that it could fall under Action #5.

Deb & Diana would like to support everyone as often as needed and help with all the groups and encouraged everyone to connect with the appropriate person for resources.

**Action 5: Provide Professional Opportunities and Incentives for Faculty and Staff to Focus on Diversity**

**Team Members:**

Susan Davis  
April Jensen  
Kim Nakano (liaison)  
Raymond Lader  
Diana Holz  
Lesley Hogan  
Brad Johnson

**Action 6: Create and Implement Critical Incidents Team**

**Team Members:**

Deb Casey  
Jhon Valencia  
Colleen Neubert  
Paula Burns

**Action 7: Provide Opportunities for Courageous Conversations**

**Team Members:**

Loretta (lead)  
Livia Muller  
Jhon Valencia  
Paula Burns  
Marycarmen  
Tina Christian

**Action 8: Create Welcoming Environments in Honor of Ethnic and Culture Diversity**

**Team Members:**

Kelly Blackwood (lead)  
Cyndi Rapier  
Bryce Hughes  
Rich Rutkowski  
Josh Gerstman  
Alexandra Davis

**Action 9: Review and Implement Dream Project Concepts**

**Team Members:**

April Jensen (lead)  
Laura Griep  
Amanda Schaefer  
Susan Davis  
Marco Becerra-Nunez  
Patrick Reeves

**Reports from Planning Teams**

Each initiative is tied with core indicators which is the expectation to do something for students to be successful. International students are not included. ABE/ESOL is included, state supported students.

Deb gave everyone 10 minutes to get together with their teams to discuss their next steps.

## **Reports:**

**Action Team #7** – Tina reported that last year, Deb & Kim went to BCC and attended the Courageous Conversation meeting in hopes of creating a foundation to prepare the campus. By way of MEC, they are setting up A Brown Bag Dialogue, “Confronting Racial Insensitivity on Campus” scheduled on Nov. 18, 1-2pm, LSC-Glacier Room, with facilitators, Carsh Wilturner, Lloyd Jansen, and Phil Jack.

Brown Bags are scheduled throughout the year. Martin Luther King, Jr. is a week long program in January. We will also have a speaker from Africa (computer science field major), currently working with Student Programs and Marycarmen to bring him in spring quarter. On April 30, 2009, Tim Wise will be here to talk about white privilege.

Deb asked Tina to look at the core indicators break down and present at our next meeting on Dec. 8<sup>th</sup>.

**Action Team #4** – Ray reported that his team met and has two meetings coming up. The team discussed what it is they are looking at and the need to get more information. The team invited Kelly Blackwood to the next meeting on Nov. 14<sup>th</sup> to discuss the different process in recruiting here/job descriptions. What are the pitfalls, who to target on campus, and which qualifications they can come up with and often see and discuss what is really needed as a minimum and open it up. The team will be fact finding and getting information in December; have information/facts in January; have outcomes the end of April.

**Action Team #3** – Fia reported that they are categorizing by different areas, currently dealing with instruction and what to focus on, process policy communication barriers and fact finding mode right now.

**Action Team #8** – Kelly reported that they are fact finding and working on their first informal questions/answers with students used to facilitate focus groups, access to students, writing center, etc., and working with Dani and her CLEO students.

**Action Team #5** – Diana reported that she and Susan met last week. Susan worked on a proposal and has given her draft to April and waiting for feedback. Release time is needed to work with diversity in curriculum. Work with MEC, IDC do things intentional on campus, devoting lots of time, diversity representative in curriculum. Susan will provide better report on this.

## **BREAK**

## **Information Updates**

### **Diversity Certificate Update** (Brad)

Brad reported that in order to catch up with other colleges, the idea is to make it as competitive to other colleges, process year long, get information, criteria, which courses transfers, come up with a proposal. He is presenting two meeting forums to talk about proposal with faculty and vote in spring with faculty.

Patrick added that student government and CLEO are doing a video for MEC, getting student input towards a diversity credit.

Brad is currently working with Socorro Trapp's office, checking to see what courses already exist on the degree. The group is working hard, results at the end of the year, will go into effect next catalog year.

### **IBEST Update** (Diana)

Diana reported that IBEST is an integrated basic education and skills training program and is open to eligible students in ABE, GED, and ESOL. There are eight different programs in place, Auto Body, Aviation, Child Development, Early Childhood Education, Community Forestry, Health Care Occupations, Office Assistant, & Welding.

**Action Item:** Marycarmen volunteered to write an article in the Communicator sharing some highlights and announcements from our Nov. 10<sup>th</sup> meeting of the President's Commission on Diversity.

### **Celebration and Recognition of a Student, Staff, or Faculty Diversity Experience** (All)

- The Veteran's Council hosted a Veteran's Day Breakfast on Nov. 10<sup>th</sup>. There were about 25-30 people in attendance. Bruce Haulman also brought his Danish students.
- AIDS Week – Dec. 1-5<sup>th</sup>
- Native American History Month, serving fry bread on Friday, Nov. 21<sup>st</sup>.

### **Presentation by Dr. Eddie Moore Jr., Director of Diversity at The Bush School Founder and CEO of America & MOORE Research and Consulting**

Jhon introduced Dr. Eddie Moore Jr., who will be giving a 15 minute power point presentation on the background of The Bush School in Seattle.

Prior to the presentation, Dr. Eddie Moore Jr. talked briefly about the 3-1 matching grant challenge (financial partnerships) in support of The Bush School.

The Bush School was founded in 1924 by Helen Taylor Bush, who believes that children learn best by doing and that children should be trusted to take ownership of their own learning.

There are 580 students K-12 who attend The Bush School (highly intense preparatory school). At least 25% of the students are students of color, with the vast majority being multi-racial students.

There are 85 full and part-time teachers at Bush, with an additional administrative and support staff of 45. Twenty percent of the faculty and staff are people of color.

Dr Eddie Moore Jr. coordinates the Diversity Speaker Series. Racism and privilege, the education gap, women's rights, and hip-hop; those are some of the topics that will be addressed at the third annual Diversity Speaker Series. Several nationally recognized speakers visit each year to interact with students, faculty, and the greater Seattle community, culminating in an evening presentation that sparks discussion about diversity and privilege.

The Diversity Speaker Series 2008-2009 was handed out to everyone to include his business card. All events are free and open to the public, unless noted.

### **Next Steps**

Action Teams will continue to meet and report their progress at next commission meeting.

**Next Meeting:** Due to Study Day on December 8<sup>th</sup>, the commission will meet on Dec. 1<sup>st</sup>, 2-4pm Administration Building Conference Room instead.