

**President's Commission on Diversity
November 30, 2009 Minutes
2:00 p.m. – 4:00 p.m.**

Members Present: Cyndi Rapier, Tim Malroy, Jhon Valencia, Diana Holz, Phil Smith, Paula Burns, Julie Moore, Bill Belden, Tina Christian, Colleen Neubert, Lesley Hogan, Kelly Blackwood, Joanne Martin, Carlos Adams, Deb Casey, Marycarmen Becerra-Nunez, Bryce Hughes, Marco Becerra-Nunez, Josh Gerstman, Brad Johnson, Cassius Butcher, Anh Ly, Laura Griep, Shirley Quenga

Members Absent: Joe Huang, Fred Mendoza, Consuelo Norris, Krista Fox, April Jensen, Rich Rutkowski, Alexandra Davis, Fia Eliasson-Creek, Erik Tingelstad

Welcome

Deb & Carlos welcomed everyone to the meeting.

Review of the Sub-Committees

Carlos & Deb would like to prioritize the action items, narrow it down to the top five priorities, and feel confident of accomplishing at the end of the year. This would give everyone the opportunity to sign up and focus on one action item versus two or three. Each sub-committee will use the project charter, have a project manager, project description, project objective statement, budget (if needed), critical success factors, etc.,

Carlos asked the sub-committees to state whether or not the action items posted are:

3 – well on its way (Action#1, 4, 6)

2 – started foundation, done groundwork worth continuing (Action#2, 3, 7, 8)

1 – have not started (Action#5)

The action items were posted and were narrowed down to five. The other four action items will be dealt with at a later time.

The top 5 priorities (Action Items) are listed below:

(Please note that a few people signed up for each action item that were posted during the meeting; if you have not selected an action item to participate in, please do so.)

1. **Action #1: (Jhon, Cassius, Anh, Josh)**
Develop and Implement a Scholarship Marketing Plan for Under-Represented Students
2. **Action #2: (Tim, Diana, Phil, Paula, Laura)**
Track Student Success Rates of Basic Skills Students Who Transition into College Programs.
Review the Data Strategies Used to Track Under-represented Student Enrollment and Retention.
3. **Action #3: (Bill, Joanne, Fia)**
Implement a Campus-Wide Assessment Tool to Evaluate Institutional Barriers.
4. **Action #5: (Bryce, Brad, Tina, Julie)**
Provide Professional Opportunities and Incentives for Faculty and Staff to Focus on Diversity.
Provide Opportunities for Courageous Conversations and Other Guest Speaker Events.
5. **Action #7: (Cyndi, Marco, Kelly, Shirley)**
Create Additional Welcoming Environments in Honor of Ethnic and Cultural Diversity. Evaluate Website.

Each person selected one action item to be involved in. The sub-committees will have a project manager(s), schedule meetings and have updates. The sub-committees will have an agenda (items important to us as a group) at our next President's Commission meeting.

Please forward any agenda items to Deb & Carlos so they can develop the agenda for the next President's Commission. Sub-committees can schedule their own meetings once their committee is established. There's no need to meet during the President's Commission meeting but each sub-committee will provide updates at the Commission meeting.

Group Expectations:

- Action (what needs to be accomplished this year)
- Clear picture of what's going on (how many are progressing)
- Identify problems
- Awareness, education, change
- Build a larger participation
- Build a network

Sub-committees need to generate what we need to be talking about and what we want to share, invite people to come in/sit in and engage in what's going on. It's important to have communication, stay focus, have a goal to reach, make sure all members are communicating. Short-term goals are keeping everyone alive and long-term goals are just as important.

Does the President's Commission have any connection with the IC Council? It was encouraged to invite the IC chair and Student Services team as well and highlight what we're doing. All are welcome to the meeting.

Deb stated that it would be helpful in January to know what our role is as a committee. Is it a body that meets together, are we a decision making body, information sharing body? Let's begin to make it systemic especially with a new President. Josh suggested bringing in a speaker. Marco commented that the commission is the body that people come to regarding issues.

BREAK

Celebration and Recognition of a Student, Staff or Faculty Diversity Experience, Initiative, Event

- CLEO's AIDS Awareness Activity in conjunction with Health Services is bringing a speaker from Planned Parenthood on Friday, Dec. 4th at NOON, Rainier Room
- SPARKS: Curriculum Development Opportunity – major goal is to increase student achievement. SPARKS grant is on its 3rd phase activity; 2nd phase – curriculum development project (9 faculty curriculum projects beginning); 1st phase – training modules for faculty/staff serving low income students.
- Veterans Event
 - Veterans Parade, Nov. 7th in Auburn (25 GRCC folks in attendance)
 - SOS Breakfast, Nov. 7th, featuring GRCC Choir Group with Kelly Eisenhour, Music Director
 - Tuskegee Airman, Nov. 13th, over 100 people in attendance; it was phenomenal
 - Women's Programs is organizing a Veteran's care package, donations can be sent to Marsha Medgard
- Dr. Roberto Gonzales, Assistant Professor, University of Washington spoke on Thursday, Nov. 19th 2-3:30pm, and the forum was from 12-1pm in the St. Helen's Olympus, Baker Rooms. Brad stated that it was difficult to hear the speaker in these rooms and suggested using a different room in the future. Colleen will find out about Performing Arts Building usage and bring back to the group. A thank you note to Dr. Roberto Gonzales was recommended; possibly include a nice array of GRCC paraphernalia.

Upcoming Events and Workshop

- SOCC (Student of Color Conference) scheduled for April in Yakima. At least 20 GRCC students participated last year.
- Diversity Institute – Feb. 12, 2010, Pacific Lutheran University "Intersections and Impacts of Poverty and Diversity in Higher Education; program features Dr. Donna Beegle (Understanding and breaking poverty and diversity barriers); Registration cost is \$50 and begins Nov. 30th
- Power of One Leadership Conference –April 2-4, 2010 (WSU hosting)

Bryce also reported that they will have open forums for students to come back and share their experience and how the Power of One Leadership Conference can benefit them in some meaningful way.

Cassius (as a student and CLEO rep) suggested using evaluation forms, ask the students to write a 1 or 2 page letter of their experience, funnel them to student reps in the commission.

Carlos asked if we are prepared to have student's input at the meeting. Are we ready for that, student involvement? Carlos asked that we talk with students, get some ideas to feel included and be part of the system, it becomes manageable, and voices listened to. We need to continue this discussion next quarter and have some viable solution/approach.

Action Teams – Sub-Committee Group Discussions

Tina gave a brief overview of their project description - Action Item#5 which is to provide professional opportunities and incentives for faculty and staff to focus on diversity; Provide opportunities for courageous conversations and other guest speaker events. Workshops are already scheduled for winter quarter 2010 and one of them is "Three Cups of Tea" – author, Greg Mortenson which is one of the Artist and Speakers series for the year.

Paula & Diana have started their project charter, not finished yet. Cyndi & Jhon, not finished as well.

Deb asked that everyone submit their Project Charters in January and have an outline for sub-committees.

Next Steps

Reports from sub-committees – January 11th

Next Meeting: January 11, 2010, 2-4pm, AD Boardroom