

**President's Commission on Diversity**  
**November 9, 2009 Minutes**  
**2:00 p.m. – 4:00 p.m.**

**Members Present:** Deb Casey, Marco Becerra-Nunez, Marycarmen Becerra-Nunez, Bryce Hughes, Tim Malroy, Phil Smith, Paula Burns, Diana Holz, Julie Moore, Kelly Blackwood, Lesley Hogan, April Jensen, Carlos Adams, Laura Griep, Rich Rutkowski, Jhon Valencia, Cyndi Rapier, Alexandra Davis, Anh Thuc Nguyen Ly, Cassius Butcher, Joanne Martin, Fia Eliasson-Creek, Bill Belden, Erik Tingelstad, Shirley Quenga

**Members Absent:** Joe Huang, Fred Mendoza, Consuelo Norris, Tina Christian, Brad Johnson, Josh Gerstman, Krista Fox

**Welcome**

Deb welcomed everyone back to the 2<sup>nd</sup> meeting of the year with a brief introduction of new and returning members. Deb went through the agenda items for discussion.

**Definition of Under-Represented**

Carlos gave an overview of the definition of “under-representative” and “historically marginalized” and opened it up for discussion.

Under-Representative

- Meant to define those whose differences have historical and present day barriers to access to economic, educational, and social resources.
- Based more access to resources than access to power.
- Emphasizes quantitative over qualitative.
- Pertains to the percentage of the population.
- About incorporation into society.
- Believes diversity is achieved through numerical representation of different perspectives.

Historically Marginalized

- Meant to define those who exist outside of the centers of a society, whose perspectives, contributions, or world views have been marginalized.
- Based on more on access to power than access to resources.
- Emphasizes qualitative over quantitative.
- Pertains to the legitimacy of experiences.
- About transformation of society.
- Believes diversity is achieved through inclusion and legitimacy of different perspectives.

Julie asked if we want to move to under-represented or historically marginalized. What exactly have we achieved? We get the numbers there, once here, are they important both under-represented and historically marginalized? Is it about numbers or is diversity fully represented?

Cyndi stated we need to have measurables, decision makers, how we are progressing and not progressing. Rich commented about the monitoring report; change the institution where you want to be. All anecdotes are great, measurement is the right thing. Alex asked what the intent is and what the impact is. Diana stated that retention is a huge population of ESOL, many of them not staying beyond, change comes from those staying. Jhon stated in terms of concept they are represented, but are they getting the resources? It is important to have it, it's just the beginning, important to present the real data; numbers out there reflects GRCC and would like to continue this conversation. Carlos said that in terms of historically marginalized, how are we doing in our programs? This allows us to review our progress, personal ways not just numerical ways. Have we made the change, redefine our nature of power? Marco commented that under-represented is very fluid. It can be adequate as well as inadequate. Marycarmen stated that we it's time to move forward and not stay in the past. Julie commented that we should apply it to the curriculum, teaching this stuff, need more. What about the historical context? Deb would like to move on and take and combine this and transform as an institution.

## **Freedom of Speech**

Jhon wanted to address several incidents that occurred on campus. One of the incidents occurred in the CAP office regarding the Malcolm X poster and the other is the poster of “Obama as Hitler” in one of the booths in the LSC. His students were upset with the comments that came from a faculty member(s) regarding the Malcolm X poster and how he addressed the situation to the faculty member involved and the response he received. Also several students came to see him about their concerns of the Obama poster in the LSC. Jhon was told that there was nothing they could do about it unless there was a riot. Is this an invasion of privacy? Are there boundaries, policies and procedures and the need to prevent some things from happening? Marco stated that as long as it doesn't promote violence, slander, and putting a stop to this can lead to a major lawsuit. People need to be allowed to express how they feel and if anyone is uncomfortable with it, just walk away from it.

Julie asked what can we do to create spaces to talk about this?

Deb recommended that the subcommittee #5 take this on and have the dialogue take place there, engage on the conversation and address freedom of speech. Subcommittee #6 is the aftermath of the emotions (critical response teams).

Bryce talked about the campus newspaper, The Current, satire section, regarding transgender, put it out to Safe Zone and MEC, email exchange, need for information, awareness and expectations. Have a conversation work into the week and dialogue what they're doing and capture the emotions. Bryce will be reporting the progress they've made.

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

- Marycarmen announced that she submitted the event of the year “The Inauguration” at the NACA Leadership Conference in Portland, Oregon last week and won out of 30 plus events of the year.

## **Upcoming Events and Workshop**

- Diversity and Multicultural Affairs/CAP's grand opening on Friday, Nov. 13, 11-3pm
- Roberto Gonzales (Higher Education) will be speaking on Thursday, Nov. 19<sup>th</sup> 2-3:30pm, and the forum is from 12-1pm in the St. Helen's Olympus, Baker Rooms. Roberto will be talking a little about the dream act.

## **Representative from the Library**

Deb and Carlos are looking for a representative from the Library. Please send names to Deb and Carlos.

## **Letter of Recognition – diversity initiatives**

Cyndi provided everyone a copy of the letter of recognition that she drafted from last year. Deb will use this letter in recognition of facilitated events, activities, individuals, groups, etc. and will be signed by Rich. Deb and Shirley will be monitoring this.

## **President's Commission Website**

Instructions to the President's Commission Website

- Gatornet
- Administration
  - Departments
  - EVP Office
  - Other Support Functions

<https://www.gatornet.greenriver.edu/evp/Commission%20on%20Diversity/index.htm>

## **BREAK**

## **Action Teams – Formation / Group Discussion**

The teams broke into their subcommittees for 45 minutes to meet for the first time. She asked that we assign a team lead, someone to take brief notes, report back on Nov. 30<sup>th</sup> meeting. List core things for winter quarter, apply that to the framework.

## **Next Steps**

Reports from subcommittees – Nov. 30<sup>th</sup>

**Next Meeting: November 30<sup>th</sup> 2-4pm, AD Boardroom**