

**President's Commission on Diversity**  
**January 11, 2010 Minutes**  
**2:00 p.m. – 4:00 p.m.**

**Members Present:** Paula Burns, Bryce Hughes, Jhon Valencia, Colleen Neubert, Diana Holz, Tim Malroy, Joanne Martin, Bill Belden, Krista Fox, Anh Ly, Julie Moore, Tina Christian, Phil Smith, Carlos Adams, Deb Casey, Marycarmen Becerra-Nunez, Fred Mendoza, Brad Johnson Lesley Hogan, Kelly Blackwood, Cassius Butcher, Josh Gerstman, April Jensen, & Shirley Quenga

**Members Absent:** Marco Becerra-Nunez, Laura Griep, Joe Huang, Consuelo Norris, Rich Rutkowski, Alexandra Davis, Fia Eliasson-Creek, Erik Tingelstad

**Welcome**

Deb & Carlos welcomed everyone to the meeting.

**Update on our Meeting with Rich**

Carlos and Deb had an opportunity to meet with Rich for an update conversation about the President's Commission, what's he hoping, considering going with the Commission. Deb announced that Rich will be present at our next Commission meeting on Feb. 1st. Deb asked where are we and where have we evolved in the past 5 years. Where are we going? Rich may be able to direct us and give us some guidance. What's our vision in the next 5 years? This information is not only for us but for the new President. Deb and Carlos had questions about the diversity framework, is it old or has it been updated? Rich does not believe so; framework will remain what it is. It's a road map for the future.

**Dialogue on Diversity**

Carlos asked that we look at "race" and broaden that. Where does this group want to go? Let's formulate our Commission and what our role is on campus. View gender and sexual orientation, these remains on limited view on diversity. Diana stated that looking at racism, gender issues, disabilities, nothing is closed out; it's an inter-relationship.

Carlos asked that we look at race/racism, there's no effective dialogue on race, and should it be President's Commission on Racial Diversity? Let's have a dialogue on what we're trying to talk about and how do we include whiteness as a racial identity. The framework is kind of problematic per Julie.

Diana stated that people of color are not progressing. Why aren't the people staying? What's the gatekeeper? Why are students of color in our institution not progressing?

Carlos stated that it's more beyond the issue of access, privilege and power, can we change the diversity framework for GRCC and how?

Julie asked that we define diversity, what do we include? Carlos said that all races should be included on this table. What is diversity and what are we trying to say? Until we can come up with a better idea, Carlos is willing to stay with the framework.

Deb stated that the Commission is tied to the Monitoring Report, outcome/measures. Use the diversity framework and broaden that framework, tie this dialog to what Rich is bringing to us Feb. 1<sup>st</sup>.

We need to set the environment up for a positive thing and be open to being uncomfortable if the People of Color allow Whites to make mistakes and Whites to make People of Color angry.

Diana stated that this will force us to look at all areas of our campus, examine it in our own areas, way of doing an assessment of who we are and what we're doing as People of Color.

Carlos asked if it was appropriate to say you are a student of color if you were born and/or raced in the U.S. Should the International students be included? Marycarmen thought this was kind of complicated having the International

students included since they were represented in the Monitoring Report. Krista thought that it is clear that the International students choose to be here, it's a choice, very different from domestic.

Deb says the data is in the Monitoring Report, it defines who we are, what we want to look at as a Commission. Colleen asked if we are looking at it in a different direction. Carlos asked what are we focused on, what population are we targeting? Diana mentioned that we should have the subcommittee work on opening this up. We have a road map. Colleen asked what have we done in the past 5 years.

Marycarmen mentioned that the vice president of Black Student Union asked her what the Commission is doing for her and she couldn't really respond. She is not sure what our purpose is and our mission statement. Is it online? Let the students know, have that information out there.

Deb stated that the monitoring reports are online and hoping in February that Rich will be able to share his thoughts with the Commission. Krista asked if the Commission is integrated with the Monitoring Report. Brad asked what our population is, the monitoring report has the data and if it's concrete, we should have a creative website. Julie commented that our first priority is the students. Paula stated that we should look at what is best for the students and get out there, see what's good for the campus. Deb says this is all about the students, their needs, where do we start this process. We have some direction, road map; need to look into the future, what's good for the students. We need to be proactive.

Bill stated that the Commission was probably developed 7 or 8 years ago, a self-assessment was adopted, led by Mark Mitsui. The college has changed drastically, believes we are serving the students well; we have improved our services, done a lot. The core services are effective in serving our students, measure it, need to know where we go from here.

Lesley mentioned that we need to plan and move forward, look at the numbers, numbers show measurement. Marycarmen stated that we need to market our accomplishments. Chime in on what we've done per Brad.

Diana stated this is ongoing, continual, having this dialog is important. GRCC's Commission on Diversity, MEC, Instructional Diversity Council, etc., working for our campus, lots of events, various groups, lots of progress, there is change, feels different from when she started. Jhon stated that the Commission needs to be at a different level, next level – conversations, faculty welcoming environment. The need to have educational forums, talk and express how we feel, serious topics, many more things we have to do.

Carlos asked if the Commission is open to be challenged. Look at the essence idea; is it just numbers and adjectives? To achieve equality, we need to talk about equity.

Deb asked that we look at Rich's agenda, stick to it, ask questions, and prepare ourselves for this conversation with him. Brad talked about re-establishing this Commission, what is it that we want to do and what is our charge. Marycarmen commented that it is "us" that makes this Commission. Not only are we the voice of under-represented, marginalized students, but also about race, Black and White issues, etc.

Carlos says this is a critical pedagogy, how do we change that around, we are all different, connect along the lines of difference, way of learning and teaching the transgressors. Bryce said that we need to have the openness of being challenged. How are we ourselves being challenged and model that for other people.

## **BREAK**

### **Upcoming Events and Workshop**

- **Traditional Medicine for Post-Modern Times: Finding Meaning with the Winds of Change by Dr. Raymond Reyes, Feb. 9, 2010, 2-3pm, Glacier Room** (*sponsored by First Nations Club, Diversity & Multicultural Affairs, CAP, MEC, President's Commission on Diversity and Student Life*)
- **Teaching and Learning Center (TLC) Winter 2010 Schedule** (*distributed by Julie Moore*)
  - **Jan. 5 – A Unique Collaboration between Domestic and International Students**  
facilitated by Chitra Solomonson and Vivette Buester, Noon-1pm, SMT 133
  - **Jan. 11 – What Works Forum: Pre-instructional Ideas of Students**  
Noon-12:50pm and 4:30-5:30pm, SC-111

- **Jan. 14 – The Tipping Point**, presented by Fia Eliasson-Creek, 2-4pm, RLC 119
- **Jan. 19 – Strategies for Engaging Students in the College Classroom**  
presented by Kathryn Re, Noon-1pm, SMT 133
- **Jan. 25 – What Works Forum: The Affective Side of Teaching**, Noon -12:50pm, SS-1
- **Jan. 26 – What Works Forum: The Affective Side of Teaching**, 4:30-5:30pm, SS-2
- **Jan. 29 – Using SGIDs to See What’s Working Well in Your Class**  
facilitated by Steve Kinholt and Marcie Sims, Noon-1pm, RLC-115
- **Feb. 4 – Fostering Success: Strategies for Improving the Learning Environment for Former Foster youth in Your Classroom**, presented by Bryce Hughes, 2-4pm RLC-119
- **Feb. 12 – Inventing a Learning Community**  
facilitated by Jennifer Whetham, Noon-1:30pm, RLC-115
- **Feb. 18 – Faculty Lecture Series: The Trickster Teacher: Exploring the Power of Uncertainty**  
facilitated by Jaeney Hoene, 1-2:30pm, SS-20
- **Feb. 25 – Building a Wiki for Your Class**, facilitated by Katy Dichter and Vik Bahl, 2-4pm, TC-206
- **Mar. 2 – Diversity Requirement for Graduation**  
facilitated by Members of the Instructional Diversity Committee, Noon-1pm, SMT-133

#### **Discussion: Adding student open forum time to our agenda**

Deb stated that this was recommended from all different student organizations to have an open time slot for students to speak about a situation or things that are going on. Joanne thinks it’s a great idea to have a sponsor or mentor from the Commission to give them a little background of the Commission, creating that comfortable step and bridge that gap.

Carlos asked what has the Commission been able to do. What services are we able to do? What positive things have we done?

Deb says subcommittee #7 will be addressing changes, evaluating the website and possibly have something to report in February.

Deb also mentioned that we will have a space on the agenda for students to talk during the Commission meeting, have a positive input from both students and the Commission. She asked that we get the word out, reach out to students and let them know about this.

#### **Next Steps**

- Deb received two complete Project Charter templates and will be adding these to the President’s Commission on Diversity on the GatorNet/Website
- Sub-committees, please submit your completed Project Charter to Deb, Carlos and Shirley
- Send agenda of sub-committee reports to Deb or Carlos
- Let Shirley, Deb, and Carlos know which sub-committee you would like to be a part of
- Set time slot for student(s) to come in, possibly in the beginning of the Commission meeting to speak about a situation or things that are going on

**Next Meeting: February 1, 2010, 2-4pm, AD Boardroom**