

**Moreno Valley College
Diversity Committee Planning Retreat
October 11, 2012
12:30 – 2:00 PM HUM234**

Agenda

- I. Review and Approve Notes from September 11, 2012 Meeting
- II. Update on William Perez Event - Jeff
- III. Project Updates
 - a. Diversity Climate Survey Project – Susan
 - b. Allies Program – Michael
 - c. MVC-ALL Diversity Activities Announcements – Larisa
 - d. Academic Senate Recognition – Michael
- IV. Adding Members to the Committee – Larisa
 - a. Events to announce - All
- V. Adjournment

MVC DC 2011-2012 PRIORITIES AND GOALS

1. Improve communication on controversial topics
 - a. Identify workshops and webinars on communication topics
 - b. Attend conferences that specifically address these topics and will help develop resources at the college
 - c. Develop reading resources and sponsor reading circles to discuss related issues
 - Staff, Faculty and Administrator Relations -- Develop a specific workshop for staff to address conflict with faculty (Difficult Conversations/Confrontations)
 - d. “Not in Our House” model for employees and how to coach students
 - e. Develop and distribute info sheets on how to respond to controversial visitors
2. Develop Processes to assess the effects of bias in employee recruitment, evaluation and retention
 - a. Acquire and analyze workforce and recruitment data
 - b. Attend conferences and identify relevant research
 - c. Develop a climate survey and collect exit interview data
 - d. Develop a post interview survey for candidates interviewed by MVC committees
3. Increase MVC visibility and outreach
 - a. Establish and maintain a web site to promote committee projects and activities
 - b. Establish a Facebook page to increase outreach
 - c. Provide presentations to department meetings regarding committee activities and priorities
 - d. Seek Academic Senate recognition
 - e. Seek recognition from the Strategic Planning Committee
 - f. Sponsor an exhibit of “Where There’s a Fight”
 - g. Promote “Day of Inclusion” in October
 - h. *Diversity Appreciation Month* activities

MVC DC 2011-2012 ACTIVITIES

- ✓ Approval for Crucial Conversations seminar
- ✓ Continued support for Allies program
- ✓ *Civility in the Academic Workplace* Study Group and Faculty Flex Workshop
- ✓ Faculty member attend AWP Conference
- ✓ Compiled articles on developing multicultural curriculum
- ✓ Reviewed and distributed information regarding “Free Speech” policy and procedure
- ✓ Reviewed and discussed workforce demographic information
- ✓ Participated in screening process for College President
- ✓ Hosted “*The Short Bus*” author Jonathan Mooney lecture on disability
- ✓ Hosted Veteran’s Administration presentation on Post-Traumatic Stress Disorder
- ✓ Reviewed, discussed and made recommendations for updating Exit Interview process