

**Moreno Valley College Diversity Committee**  
**December 9, 2011**  
**Meeting Notes**

**Members Present: Larisa Broyles (Chair), Sabina Fernandez, Constance Hardin, Frankie Moore, Jeff Rhyne, Leslie Salas, Advie Tolunay, Carlos Tovares**  
**Guest: Joey Reynoso from ASRCC**

**I. REVIEW AND APPROVE NOVEMBER 18, 2011 MEETING NOTES**  
**M/S/V: Rhyne/Harden/Approved with one Abstention/Moore**

**II. OLD BUSINESS**

**Working Committee Updates**

Improve communication on controversial topics

Develop workshops for faculty

Diversity and multicultural curriculum – Advie

- Chani has the articles and will scan them and distribute to the committee via email
- Advie has contacted Dan about a seminar. Will let committee know his response

Teaching difficult/controversial topics – Jeff

- Jeff has the contact info for Cal State LA Education professor Carlos Tejada and he will reach out to Carlos and discuss ideas about a presentation and/or activity. Jeff will also discuss possible dates during spring semester. Jeff will continue to pursue this option and keep the USC option on the back-burner.

Reading group on the book *Faculty Incivility* - Larisa

- Chani provided books to Jeff and Advie. Larisa, Jeff and Advie will read the book during winter and the three of them will communicate via email to develop ideas for a workshop or some other activity. They will report their recommendations to the committee at the first spring semester meeting.

b. Development of workshops for all employees

Administrative support for Crucial Conversations – Carlos

- Carlos spoke with Greg Sandoval about providing CC training for Student Services employees in January and he has approved the training for January. Carlos expects that Lisa Conyers would be open to do the same for academic services employees. Chani will work Greg and Lisa to find two Fridays in January for the Crucial Conversations workshop.

c. District policy and procedures on Free Speech – Frankie

- Frankie reported that Eugenia Vincent, as the new Dean of Students, is working with a committee of Linda Meyers (Facilities) Richard Henry (CS&P) and Frankie Moore (Student Activities) to clarify and update the process for vendors and petitioners on campus so that these activities can be managed. Frankie explained the procedure and said the committee plans to develop an information brochure to update employees via email and other information sessions.

Carlos asked if the current procedures address Panhandling. Frankie said the committee has not specifically discussed that issue and she will bring it up to the committee and Ms. Vincent. Frankie said that children selling candy are not allowed.

2. Develop Processes to assess the effects of bias in employee recruitment, evaluation and retention - No Report

- a. Review of MVC workforce and recruitment data - TABLED
- b. Attend conferences and identify relevant research (J. Moody)
- 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 Diversity Committee visibility and outreach

Development of a MVC Diversity Committee Facebook group – Constance

- Constance reported that it will not take any time to set up a group in Facebook, she is just waiting for the rules. The committee agreed that Constance and Alex will develop draft guidelines for use and administration of the Facebook group. Those recommended guidelines will be discussed at the next meeting.
- b. Arrange for presentations to employee meetings regarding committee activities and priorities -- Larisa
    - There was no response to her previous email message. Larisa will contact department chairs about presenting at the first department meetings in spring.
  - c. Seek Academic Senate recognition - Constance
    - The Academic Senate tabled our requested agenda item to next meeting in February. Carlos and Constance will present at that meeting. Their presentation will include a brief history and overview of the committee and a request to provide a monthly report at each regular meeting of the Senate.
  - d. Seek recognition from the Strategic Planning Committee – Jeff
    - The SPC tabled our requested agenda item to their next meeting scheduled for Thursday, December 15th. Jeff will present

information to the SPC lets them know the Diversity Committee is a resource to any of the sub committees who need information/assistance with areas of diversity. Jeff will also report that SPC meeting notes will be reviewed by the committee each month so that any co-related issues can be identified by the committee. And, he will also let them know the Diversity Committee will send their monthly meeting notes to the SPC Chairs so that they may identify co-related issues or topics. Our hope is this reciprocal review will identify activities that could/should be coordinated between the two bodies.

### **Committee Recommendations regarding President Candidates**

Chani will draft an email message for Larisa to send to Dr. Azari regarding the committee's feedback on the President candidates.

### **Day of Inclusion (December 17th)**

- Chani will develop an email notification so that it may be sent by Larisa via MVC-ALL.

## **III. NEW BUSINESS**

### **1. Student Equity Plan - Jeff**

- Typically the Diversity Committee is not involved with Curriculum and matriculation issues which is the primary focus of the Student Equity Plan.
- The Diversity Committee is available to be advisory and to share information.

### **2. Associated Student RCC Diversity Conference - Joey Reynoso**

Joey Reynoso presented information about ASRCC efforts to organize a district Diversity Conference for employees and students at all three colleges.

- Would like to engage students and Faculty mentors from all colleges and reflect the uniqueness of each college and courses of study.
- Looking at first two weeks May for the conference. Length of 4-5 hour on Friday
- Would like to have guest speakers and maybe big-name entertainer
- Theme of the conference is "Community Unity"
- Workshop presentations by students, faculty, and staff can be formal or informal. Advyiye suggested a poster session for students unaccustomed to presenting in formal settings..

Larisa made a motion that MVC co sponsor the Diversity Conference and encourage MVC participation. Frankie seconded the motion. Motion passed unanimously. Frankie and Larisa volunteered to be liaisons.

## **IV. REVIEW ACTION ITEMS**

- Chani will scan and send via email the diversity articles compiled by Advyiye
- Jeff will contact professor Carlos Tejada to discuss a spring activity/forum
- Larisa, Advyiye and Jeff will read and discuss the *Faculty Incivility* book and present ideas at the next meeting.

- Chani will contact Greg Sandoval and Lisa Conyers to work out the details for providing a Crucial Conversations workshop.
- Constance and Alex will work on guidelines for use and administration of a DC Facebook group.
- Larisa will contact Department Chairs about providing an DC update to faculty during their first department meetings in spring semester.
- Chani will write a letter to be sent by Larisa to Dr. Azari regarding the President candidates
- Chani will write info on Day of Inclusion for Larisa to send out on MVC-ALL

**V. ESTABLISH WINTER INTERSESSION AND SPRING MEETING SCHEDULE**

1. Chani will communicate via email with updates. Send any questions or updates to both Chani and Larisa.
2. The next meeting will be February 24<sup>th</sup>, 10-12 in PSC-14A. during the Spring semester the committee will meet on the 3<sup>rd</sup> Friday (**Note: Chani is going to try reschedule the regular meeting date due to a conflict in her schedule**)