

**Moreno Valley College  
Diversity Committee Meeting  
November 18, 2011  
Notes**

**Members Present: Larisa Broyles, Sabina Fernandez, Constance Hardin, Leslie Salas, Advije Tolunay, Carlos Tovares, Steve Vaipulu**

**APPROVED OCTOBER 14, 2011 MEETING NOTES**

**OLD BUSINESS**

**Working Committee Updates**

Improve communication on diversity and controversial topics

Faculty workshops on curriculum development on diversity

- Advije reported the titles of articles she has obtained on the following topics: The international faculty experience; Developing multicultural curriculum; Building campus diversity; Reducing student prejudice in developing multi cultural curriculum. She suggested this material would be useful for a Flex day workshop on developing Multicultural curriculum and to reinstate the Brown Bag discussion sessions on diversity.
- Jeff via email that he has identified a couple of potential speakers for a forum (co sponsored by the faculty development center) on teaching/discussing difficult topics. We will ask Jeff to compile info on both speakers and send it to the committee for review and final approval at the December meeting.

Development of a faculty workshop and study circle on civility

- Larisa suggested that the book *Faculty Incivility* could be used to develop a short workshop on Civility. The book has interesting stories that can be used as a basis for discussion. Or, we could arrange for a panel discussion. She would like Advije and Jeff to review and offer comment. Chani agreed to order two more copies

Increase MVC employee participation in Crucial Conversations Workshop

- Carlos and Chani explained the Crucial Conversation workshop and the committee agreed to try and develop interest in having MVC employees participate. Classified staff can apply for staff development funds through Diversity and Human Resources.
- Leslie suggested that it would be best if the managers encouraged staff to attend, otherwise classified staff would probably feel as though they cannot attend. Carlos agreed to speak with the college administration about encouraging employee participation. Chani is available to provide an overview presentation to the Management group and APC to help explain the program.

Improve employee awareness of the Free Speech guidelines

- The committee discussed the MVC issues with meeting the Free Speech guidelines and some of the problems that develop because many employees do not know the guidelines.
- The committee decided to develop a training workshop that addresses the rights and responsibilities in the area of Free Speech. The purpose of the workshop would be to prepare employees with knowledge about the guidelines and to help prepare them for any future confrontations.
- RCC is holding a forum on November 29<sup>th</sup> 1-2:30PM. Chani will arrange to have the event videotaped so that committee members can view it, and some of the material might be useful in the workshop.
- As part of the development of the workshop we will also develop a ¼ page handout to pass around when we have controversial visitors on campus.
- The committee discussed how/whether there are similar Free Speech areas at BCTC. Chani will ask for clarification from Ruth Adams.

**II. Develop Processes to assess the effects of bias in employee recruitment, evaluation and retention TABLED**

- Review of MVC workforce and recruitment data - Chani
- Attend conferences and identify relevant research (J. Moody)
- Develop a climate survey and collect exit interview data
- Develop a post interview survey for candidates interviewed by MVC committees

**III. Increase MVC diversity committee visibility and outreach**

- Chani reported that the new Social Media guidelines being developed by the district will not affect an information-only Facebook page.
- Constance and Alex will work on a Facebook page and report back to the committee.
- Larisa will work with Alex to encourage department level presentations on the Diversity Committee. Chani will help develop a presentation.
- Carlos and Constance reported that Jeff's request for SPC recognition was tabled to the December meeting due to questions about the request.
- During the SPC discussion Sal Soto asked if the MVC DC was requesting recognition by the Academic Senate. Both Constance and Carlos answered that the committee was also seeking senate recognition. Constance will contact Sal Soto to arrange the request.

**B. Meeting with President Candidates**

Committee members signed-up to attend the lunch (11:45-12:30) meetings with each of the candidates on the following dates:

- Monday, November 28<sup>th</sup> – PSC 11  
Jeff Rhyne, Sabina Fernandez, Constance Hardin, Carlos Tovares

- Thursday, December 1<sup>st</sup> – HUM 234  
Jeff Rhyne, Adviyee Tolunay, Leslie Salas, Sabina Fernandez, Constance Hardin, Carlos Tovares
- Monday, December 5<sup>th</sup> – HUM 234  
Jeff Rhyne, Larisa Broyles, Leslie Salas, Sabina Fernandez, Constance Hardin, Carlos Tovares
- Thursday, December 8<sup>th</sup> – HUM234  
Adviyee Tolunay, Sabina Fernandez, Constance Hardin, Leslie Salas, Carlos Tovares
- ~~Monday, December 12<sup>th</sup> (CANCELLED)  
Jeff Rhyne, Larisa Broyles, Leslie Salas, Sabina Fernandez, Constance Hardin, Carlos Tovares~~

~~Immediately following the lunch meeting on December 12<sup>th</sup> the committee will meet to develop feedback for the president. All committee members are welcome to attend the discussion.~~ The committee will discuss and adopt their feedback and recommendations to the search committee during the regularly scheduled Committee meeting on December 9<sup>th</sup>.

**C. Day of Inclusion: December 17<sup>th</sup>**

- The committee discussed having some recognition activities, including a message from the President regarding inclusion, sending email messages on the listserve regarding inclusion.
- Chani and Carlos will work together on this project.

**III. NEW BUSINESS**

- A.** Adviyee presented information about two conferences she recommends the committee consider sending members to attend. One is in Boston next October and the other is this spring in Palm Springs. She believes conference attendance will provide attendees with good information that can be shared with the committee and college, and it will develop contacts for future diversity committee activities. Adviyee agreed to send the information about both conferences to the committee for review and she will make a formal proposal for consideration at the December meeting.
- B.** Chani agreed to update the committee email list to include the recent changes in membership. She will also send everyone a copy of the Diversity Initiative to orient new members to the context and purpose of the college diversity committee. She will also send the committee's adopted Mission and Goals.

**IV. ACTION ITEMS**

- A.** Adviyee will contact Dan Clark about offering a Flex Day workshop
- B.** Adviyee will continue to develop collection of articles

- C.** Jeff will compile information on the two speakers he has identified for a forum on teaching/discussing difficult topics.
- D.** Chani will order two additional copies of the book *Faculty Incivility* and send it to Jeff and Adviye to review during the break.
- E.** Carlos will arrange to present information about *Crucial Conversations* to the management group and to APC
- F.** Chani will arrange to have the RCC forum on Free Speech in the Academic Setting videotaped.
- G.** Check with Ruth Adams about Free Speech guidelines for BCTC
- H.** Constance will contact Sal Soto regarding formal Academic Senate recognition. Carlos will send Constance the request for senate agenda items, when it is sent on the listserv.
- I.** Chani and Carlos will draft a letter for signature by President Harris regarding Day of Inclusion.
- J.** Adviye will send conference information to the committee for review and discussion at the December meeting.
- K.** Chani will update the email list and send everyone a copy of the Diversity Initiative and the Mission and Goals statements.

**V. NEXT MEETING: DECEMBER 9<sup>TH</sup> 10:00-NOON, PSC-14A**