

**Moreno Valley College  
Diversity Committee Planning Retreat  
September 23, 2011  
9AM – 1:00PM HUM-234**

**Notes**

**Present: Larisa Broyles, Sabina Fernandez, Ann Pfeifle, Advije Tolunay, Carlos Tovares, Alex Ygloria, Chani Beeman**

**I. Review the MVC Diversity Committee’s Purpose and Mission Statement**

Committee members reviewed and discussed the 2009 statement. Questions were raised whether the terms “Cultural” and “Multicultural” might be misinterpreted to mean a sole focus on Race and Ethnicity. The committee agreed to maintain the statement as adopted in 2009 because the second paragraph addresses the more inclusive intent of the mission, and the actions of the committee will help address any misinterpretation.

*The Moreno Valley College community is committed to acknowledging, engaging, and empowering the distinctiveness of our diverse cultures through conscious practices. We are dedicated to fostering an inclusive and accessible institution that strives for a student body, faculty and staff which reflects the multicultural nature of the community we serve.*

*We promote respect for and understanding of diversity in all aspects of a global society. We appreciate the interdependence of our humanity and the promotion of educational equity.*

**II. Review Past Diversity Committee Activities and Events**

Previous projects by the committee were focused more on Students and sponsoring activities. The committee agreed to adopt a new focus that addresses institutional issues and provide support for improving employee awareness, knowledge and skill development.

**III. Discuss and identify priorities for next 3 years**

The committee identified 3 priorities of the next 3 years:

1. Improve communication on controversial topics
2. Develop processes to assess the effects of bias in recruitment, evaluation and retention
3. Increase MVC Diversity Committee visibility and outreach

**IV. Discuss and identify goals for AY 2011-2012**

1. Improve communication on controversial topics
  - a. Identify workshops and webinars on communication topics -- coordinate with Dan Clark
  - 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
    - i. Civility
    - ii. 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 (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 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 staff meetings regarding committee activities and priorities
  - d. Seek Academic Senate recognition
  - e. Seek recognition from the Strategic Planning Committee
4. Immediate and Miscellaneous activities
- a. Submit questions regarding diversity to the MVC President search committee:
    - i. Please provide a specific example of a situation that required your skills and knowledge in the area of Diversity.
    - ii. We assume you’ve done your research on our college and community. Please provide your assessment regarding Diversity and describe your specific strategies or priorities for promoting diversity at our college.
  - b. Request that final candidates for the President position meet with the Diversity Committee
  - c. Sponsor an exhibit of “Where There’s a Fight”
  - d. Promote “Day of Inclusion” in October

## V. **Committee Composition**

Don Foster and/or Michael Schwartz agreed to participate on the committee and serve as liaisons for the Allies Program.

The committee would like to increase representation to include more classified staff and more academic departments. In addition to contacting specific individuals, the committee will contact department chairs to request recommendation of employees in their department. Recommended individuals will be provided an interest card to be completed and returned to the Co Chairs. The Co Chairs will evaluate and recommend appointments to the committee.

Individuals who will be approached about serving include: Lizette Tenorio, Leslie Salas, Kim Metcalf, Angela Thomas, Richard Henry. A student with background for

#### **VI. Identify regular meeting schedule**

Second Friday of each month, except when holidays require changes, 10:00AM-Noon. Interested committee members will have lunch at a local restaurant after the meetings.

Fall Semester meetings: October 14<sup>th</sup>, November 18<sup>th</sup> and December 9<sup>th</sup>

#### **ACTION ITEMS:**

- Identify a teambuilding activity for first full committee meeting – All
- Submit request to President Harris and VC Kane to have President finalist candidates meet with Diversity Committee – Chani and Larisa
- Develop Interest cards – Chani
- Attend Department meetings to solicit new members – Alex
- Email Department Chairs for Committee membership recommendations - Larisa