

Skyline College
Stewardship for Equity, Equal Employment and Diversity (SEEED)
Advisory Committee
October 16, 2006

MEETING MINUTES

Members: Lori Adrian, Linda Allen, Rosie Bell, Amory Cariadus, John Chavez,
Donna Elliott, Melissa Komadina, Vicki Morrow and Richard Soyombo.
Guest: Gerry Frassetti. Recorder: Linda Ghio

Absent: None

Review and approval of minutes of September 18

A correction should be made to a sentence on page 3 that reads “Barbara also added that the San Mateo Library is doing talks around *The Kite Runner* and Rosie said that the San Francisco Library is doing something similar around *The Hummingbird’s Daughter*” to read “Barbara also added that the San Mateo Library is doing talks around *The Kite Runner* and the San Francisco Library is doing something similar around *The Hummingbird’s Daughter*.” The minutes were approved as corrected.

Introduction of Gerry Frassetti

Vicki introduced Gerry Frassetti, who retired after 38 years of teaching in the district and working in part as international student advisor. He became involved in discussions on diversity in the curriculum as part of the Diversity in Action Group (DIA) at CSM. Harry Joel presented the training program, MEET on Common Ground, to DIA in an effort to bring cross-cultural and diversity understanding to the workplace and to encourage further discussion among members of staff and faculty. It was well-received in DIA, but people commented that it was fairly basic and wanted more sophisticated materials that could be used. Gerry talked to Harry about taking a different approach by facilitating a separate program at each of the colleges that would be supported by the district Human Resources department. The goal is to find a cadre of people who are eager and able that could be trained to offer workshops at each college that would meet the diversity needs of that institution. Looking ahead as we hire new people, Harry wanted something in place that would continue to provide diversity training, but would meet the needs of the individual colleges and continue to employ people. Gerry agreed and feels that each college needs to carefully think about it and also formulate a group of very dedicated people who would be involved. His job is to take the message to each college and try to learn initial responses to this effort, to know what people think of it personally and on an institutional level, and how people feel about training a cadre of trainers who would go on to teach faculty and staff about diversity appreciation. He wants to learn what unique perspectives exist at each college in terms of what the needs are, what the direction might be, who should participate, and also identify key individuals who might carry the effort forward. He has met with the presidents of each college, plus SEEED and DIA (Diversity in Action, CSM) to find out how receptive the colleges are. He wants to help facilitate the enactment of this program. He is finding out what we need and what the

district might do to help move it forward. He agrees that MEET training is very basic, but said the discussion/workshop that goes along with it is where the real action takes place. He would like to have something ready by January or February 2007 that we could offer as a flex activity for each campus, if not certainly by the end of the spring semester. He is also hoping to reactivate the district diversity committee. It would be good to get the three colleges together as sharing information creates responses and partnerships and potentially a cross-fertilization of ideas. He hopes that there might be strong enough support to offer a one-day "Tools for Tolerance" workshop, facilitated by one of the MOT people, in an off-site location. Perhaps the district could pick up the cost or perhaps money left over from MOT could be used. It could be in a neutral location for those who cannot get away for the three-day MOT experience. Gerry is doing this under a post-retirement contract so he has a year and a half to devote to the project.

Vicki reported that she had talked to Gerry about the SEEED Committee's efforts to hold a spring diversity event and said we may want to knit together the two projects, specifically any training that happens. She shared with him the table of events that went on last year that we used to help with our planning. Donna Elliott said classified staff have expressed interest and it could be done in the fall. It is better to hold flex day activities for classified staff in the mid-fall as opposed to the beginning of the school year. Donna is interested in helping. Lori said that at her division-wide Student Services meeting, diversity was identified as an interest. She would like specific information as to whether training trainers is related to hiring, curricular transformation, or research and Gerry said that MEET is designed to promote an understanding in a very general way of diversity. Once there is a dedicated group of trainers the group, with input, will decide which areas to work on, whether it means to improve upon MEET or create its own program. It should grow and evolve as needs change. Gerry's goal is to develop and interests and a consensus, then get a group formed. He said there are many diversity activities across the campuses. He said that at CSM they had a large list, but there is no organized effort. Skyline too wants an organized effort so it can be more aware of the efforts that are being made. Skyline has a strong MOT alumni group, but this is not as strong at the other campuses and he would like to tap into this with the other schools. He asked the committee to contact him with any recommended names so he can build the Skyline team. He will send an email to all MOT alumni. He can be reached at 650-378-6734 or at frassetto@smccd.edu.

Review of Rosie's proposal for the diversity event

Rosie sent out a proposal on the spring event to the SEEED members and thought the group may want to come up with something that could define who people are through music, otherwise, she feels, there was just too much going on. The working title could be "Who Are We – Fascinating Rhythms." The writing assignment could be "Who Am I" but people could write the essay in a song format or just the essay if they are not musically inclined. If someone wants to do the essay as a song the college could create a venue for them to sing. The student could put their lyrics to song if they so choose. The photo collage could still occur and her student assistant, Priscilla, researched music historians who could speak. Vicki said that the college could post the "Who Am I" piece with a photo that the writer would submit. Rosie now has a scanner for this purpose.

Linda Allen liked the idea. Lori wanted to be clear about what SEEED is aiming to accomplish by the end of the two-day period. Vicki said the event is an exploration of our diversity and it is through the eyes of the members, through the music historian, the songs written, the photos presented and the essays that are prepared. Donna said the presentations would show that everyone is connected and Rosie said that music is a universal language and it can show our differences and similarities. This allows the event to be smart and defined because it has a narrower focus. The proposal did take out the cookbook component, but not necessarily the food component. Amory said that food could be served this year and next year we could offer the cookbook if we focus on regional foods. The committee thinks that Rosie's proposal is manageable. Lori said we could bring in vendors who may sell different ethnic products.

Music: Richard asked what the groups plans to do over a two-day period in order to draw in people while highlighting diversity at Skyline. There would be a presentation in the main theatre and the college would have some sort of musical or music/dance performance during that time. Rosie thought that we might have the guest speaker during the day with the concert held at night. Vicki asked if we could hold the same events twice in one day. The choir members only meet in the evening, so Rosie said we would have to come up with something different in the afternoon. She can work out the details if the committee agreed on the premise/outline that she is submitting. John asked if the food vendors could be in close proximity to the photo display, for example hold the photo display in the Gallery Theater and have the food vendors in Parking Lot 1. Vicki wanted to know what the pressures are on the parking areas at that time of year. Someone suggested putting the vendors in the center of the campus, assuming there is no landscape redesigning at that time. Vicki said the Coffee Cart will be in the new Student Center so the Main Theatre lobby will be available. The photo collages could be in this area, food vendors could out in the quad, the speaker could be in the main theatre, and Donna Bestock can arrange for things in the display case.

Billy Robinson will be playing a variety of music so it can define who people on the campus are. Rosie said SEEED should develop musical suggestions for Billy. Vicki suggested that Rosie speak with Liza Erpelo to see if the Pilipino Cultural Night performers can put together a piece for this, as well as the Polynesian Club. Rosie thinks the speaker would talk for an hour at most, with the music immediately following for about 45 minutes. An inside venue would be best so classes are not interrupted. Lori said the inside cafeteria in the new Student Center would be a good venue for a part of the music program, not the whole music program, as it will accommodate about 200 people.

Richard asked how the music component would teach the campus about diversity. Vicki said that is the ethno-musicologist's job to make sure the connection comes through the presentation. John said we should get information and then do the performance accordingly. Rosie agreed and said once we find the musicologist and give them the general background on how music defines a culture and how it is used, we could then settle on two or three different types of music and then meet with the music directors to plan the selections. Vicki said that the faculty needs to know so they can prepare their

curriculum. The other option is to use outside music groups and bring in whatever we need to. A suggestion would be to offer local student presentations in the new cafeteria, and have the musicologist and outside groups on the main stage. Richard suggested using the new cafeteria to show ethno-music documentaries that have been aired on KCSM. He also suggested that we have an African group hold a talking drum performance and they can tell the history of this method of communication. The committee liked the idea. Amory said there is a video called “stepping” about African American slave communication. Rosie also said that one of the history department faculty members is part of a Latino band.

Vicki said the presentations do not all have to happen in the same week. It can be a part of a series of a presentation called “Fascinating Rhythms.” This series could actually start earlier in the spring semester. Linda Allen said that the day of the event would then need to be very big so it is not anticlimactic. Amory suggested that the final performance be about world music, using both ancient and modern instruments, if the progression of the music that is being up to the final performance can be pulled off. Richard suggested doing a music presentation once a month. Skyline would it and it would be open to the community and attract outsiders to the campus. Latin, Asian, African and European music could be presented. Lori and Richard said this would be a good suggestion for future events. Vicki said to ultimately go in this direction would tie in with Skyline being a cultural center in the community.

Books: The deadline for ordering textbooks for the spring semester is at the end of October. The diversity event aims to attract faculty who are interested in doing something around the book, but SEED does not want to constrain faculty. Some may want to use the book and it may be a book offered in more than one type of class for students. Vicki and Rosie could put out a college-wide message letting people know that SEED is working on the planning, that it will have a musical focus, and that a book will be highlighted and if they are interested to put it in their book order. Rosie said we need to give teachers a tool to provide students with an incentive to read the book otherwise students are not going to do it. The message needs to come from teachers, not Vicki. The teachers need to be given suggestions on how to encourage students to read it, such as bonus points, extra credit or a bank assignment because students need to have a reward to do this. John, Rosie and Melissa will work on it and ask Carla to send it through the Academic Senate. It will totally be a faculty member’s choice as to what they want to assign. Vicki asked John, Rosie and Melissa to draft a message that Carla could send out to faculty that would give them suggestions on encouraging students to participate. Lori asked if we could select a book that is relevant across disciplines. Melissa will send the SEED committee a listing and description of all the books and Vicki asked everyone to make their recommendation to Rosie immediately. A suggestion was also made to offer a Book of the Month club. Vicki said it would be very simple to do and would like to decide next time.

Writing Assignment: Melissa asked if it is too complicated to ask the students who they are through music and Vicki said it may be too hard to do. She suggested asking students to describe what song defines them, about their relationship to music and what music has

mean in their lives. Rosie said that Jude Navari and his students are technically analyzing a song that is meaningful to them and talking about why it is meaningful. She asked if it could be included in our project and Vicki said that as long as they are written, they can be included in the display case.

Approval of Rosie's proposal: The SEEED committee approved the proposal of "Who are We - Fascinating Rhythms" and Rosie will start research on finding a music historian and work on details from there.

Next meeting: November 20

Vicki asked the committee if there are there parts of this project that other people on campus could help with. Rosie said that \$5,000 from the Rosemary Barker Memorial Fund through the Social Science/Creative Arts division will be used for the fall of 2007 diversity event, "Who Are We - We Are Everyone." Richard said there are some small grants that we can focus on but perhaps they would be for funding for next year's project. He will research this for next year and perhaps find ongoing funding.