

**Skyline College**  
**Stewardship for Equity, Equal Employment and Diversity (SEED)**  
**Advisory Committee**  
March 20, 2006

**MEETING MINUTES**

Members: Vicki Morrow, Lori Adrian, Linda Allen, Susan Andrien, Amory Cariadus, John Chavez, Donna Elliott, Jacquie Escobar. Guest: Skyline View Reporter Kyle Chidester. Recorder: Linda Ghio

Absent: None

**Approval of minutes of February 27 meeting**

The minutes were approved as written with the following corrections: On page 2, remove last sentence. On page 4: Correct the spelling of Bayard (not Baird) Rustin's name, revise second bullet point under Follow Ups to read, "Susan will find the scale from multicultural competency," and correct the next meeting date to March 20, 2006.

**Planning for "Diversity Days"**

Components: At the February meeting, the SEED committee discussed some of the components of the proposed diversity event, which include:

- Art show
- Vendors
- Entertainment
- Keynote speaker
- Classroom discussions/teach in
- Workshops
- Films
- Food

Susan asked if the film series can be tied in to the MOT film festival and Donna said she will check, but it may be hard for MOT to move its film festival to the fall semester. Amory suggests the Diversity Days film series can be a kick-off to the spring MOT festival. Lori said "Diversity Days" will be the umbrella event which will help to launch other diversity events during the year. John suggested incorporating the new student center as the locus for future diversity activities and a place to house records of what has been done. Amory said the building will include a diversity /multi-cultural center and this will be a place where this kind of information can be archived. She said that the Student Activities Office can purchase movies, like they did with the recent GSA film, *Brother Outsider*, and these films will be housed there so people can access them in the future.

Dates: The SEED committee decided to hold "Diversity Days" in the fall when weather is good for outdoor events and to set the tone for the school year. Susan suggested the group connects with community organizations and groups and include them in the

viewing of our cultural events. Amory said our intention would be to develop the events and have them open to the public. Amory and Lori would like to make sure that dates do not conflict with other community cultural events. The committee feels that Wednesday and Thursday are the best days of the week and proposed the following dates: September 27-28 or October 4-5. These dates are not too far into the semester where students would be concerned with midterms. Donna likes the October dates, but Amory said there are a lot of student leadership conferences in October. The dates will need to be presented to the appropriate groups, and a recommendation will be made at the next meeting. Amory will check with students to see if there are any conflicts and Donna will check with Classified Council. Linda Ghio will check to see if the dates conflict with other major campus events.

Coordination responsibility:

The committee discussed the recommendation that John and Jacquie speak to Academic Senate to surface prospective books/speakers. John said there used to be a series of book panels at Skyline but they were done through the auspices of a humanities committee, and not Academic Senate. The committee was formed several years ago and no longer exists. The driving force was Cynthia Marshall, a former psychology instructor who has since retired. Donna Bestock may know more about it. College Council wants the event to connect with Academic Senate. The committee only has two more weeks to work with faculty if they want to incorporate diversity discussions into their course outlines and meet the textbook ordering deadline. Lori said the contact with the Academic Senate should occur immediately. She also suggests asking Academic Senate if they have any suggestions for speakers.

The keynote speaker, classroom discussions and workshops can be done by one sub-committee. Both the keynote speaker and entertainment should tie in with the classroom discussions. The committee discussed ways to organize the event and how to delegate responsibilities. Donna feels that we definitely have to know what the event is before we can recruit volunteers. Vicki suggested that the first event be a manageable project that would be smaller and high-quality, as opposed to huge. Vicki says she thinks that a few individuals would handle the different components, but the overall responsibility for coordinating the event would be held by one or two leaders. Vicki said we have a little bit of money from grants that may be applied for and used toward this event. She suggested that we use some of those funds to pay for someone to serve as coordinator, either a teacher or a classified staff person, who is paid separately to manage this project. The SEEED committee would be the steering committee, but the actual coordination would be handled by someone specific. The SEEED committee will structure the project and Vicki will invite people who might be interested. Vicki does not want to burn out staff that are already volunteering for a lot. Lori said we need to think about staffing support, particularly with entertainment and vendors and recommends that certain aspects be housed in one department and the support designated strictly for that. Lori also recommended that each of the events needs an administrator and support person on the spot that helps with the logistics of it. Linda Allen and Linda Ghio offered to help and Lori said that Belinda Ho will also support the event. A faculty member would be given re-assigned time could do the project during the summer. Jackie offered to be the faculty co-coordinator and she would be willing to take on the re-assignment. Shelly Hausman,

new PIO, has volunteered for publicity. Linda Allen can help in making media arrangements with Salah Webb and Rich Tidd. Lori suggests involving the community to help with entertainment and the committee liked the idea. Vicki will make this request in an email following the next SEEED meeting.

Theme: Vicki said we are leaning toward the Gandhi quote as our theme, which is “*You must be the change you wish to see in the world.*” Vicki suggests that John and Jackie mention it to the senate as it might guide the faculty in their selection of books and films. The teachers in the various divisions can identify books. Jackie suggests topics that focus on people who have been involved in change, such as Cesar Chavez. Lori said it needs to be tied in to diversity and Jacquie asked how diversity is being defined, whether in terms of culture, or other issues. Lori said that framework should be a topic of discussion. She said that people tend to think of it as students coming in to the college, but it can be education and scholarship, institutional viability, campus climate, student success, social activism, environmental issues, and gender issues. Vicki said the SEEED charge can be used as a framework too. It’s not just about students, but it is about staff and the community around us. The committee approved the recommendation of using the Gandhi quote as the Diversity Days theme.

Book: John and Jackie have not yet made a formal presentation on the proposed event to the Academic Senate. Vicki said if we are going to incorporate the event in to any classroom discussions and if faculty incorporates a book into their curriculum, we want the senate to be involved and to be the ones to identify a book. Not all teachers need to agree on a book and not all classes have to be involved. Jackie noted that book order dates are coming up soon. Kevin Chak can order, it just might not be with the larger text book order, according to Amory. The pro of having a single, identified book is that you get a much more interdisciplinary focus; on the other hand, if there are multiple books, then there is more variety, but a loss of the same synergy. Either way can work. Vicki asked that senate chew these two approaches over and advise SEEED. Linda Allen asked if the book will only be used once or used from year to year. Vicki said it would be a book that students would buy. Linda said this might be a hardship for students. It will probably be a paperback book. Vicki said we could buy a few extra copies for the library for student use. This should also be included in the senate discussion.

Diversity Days grid: The committee reviewed a grid prepared by Belinda Ho that lists Diversity Days faculty and staff event suggestions, ideas and assistance that would be needed. There is an Academic Senate meeting this Friday and Jackie and John will share the Diversity Days grid with the senate. Lori distributed a handout on Daryl G. Smith, professor of education at Claremont Graduate University. Smith and Troy Duster, social science instructor at UC Berkeley, may be good choices for keynote speakers. Lori said that Daryl Smith talks about the framework of diversity and she looks at diversity in terms of institutional capacity – schools have much more to offer to students, in terms of having diverse teachers who stretch the mind because they have so much to offer in many different ways. Troy Duster is experienced in diversity discussions and is an excellent presenter. Vicki suggested that maybe we can coordinate with Harry Joel have one of our MEET on Common Ground train the trainer sessions occur during this time.

Vicki asked SEED to review Daryl Smith's website to see if they would be interested in having her speak at Skyline. A discussion with Daryl would need to be held to make sure there is material there for students. The committee can think of a speaker that connects with different levels or it may be that we need more than one keynote speaker: one who connects with faculty and staff and another that connects with students. The event should include more than one audience, and Vicki suggested that the committee consider one speaker who can tie everything together so that everyone gets something from the presentation. Donna suggests doing MEET on Common Ground for students too because eventually they are going to be employees. Vicki asked Amory if the Peninsula Conflict Resolution Center (PCRC) group is still offering peer mediation training and Amory said it is part of the the Student Activities Office. Students have been trained in the first part in mediation skills and how to work with people. Amory and her counterparts at CSM and Cañada are working with Alicia Santamaria at PCRC on the topic of common ground. It teaches students skills and trains the students on how to approach conflict. Vicki suggested that we invite PCRC to make a presentation during Diversity Days and Amory will look into it.

Vendors: Jackie mentioned that she is doing a President's Innovation Fund proposal, called Week of Service, and she hopes to bring in various non-profit groups to assist students in looking at volunteer opportunities and perhaps these could be our vendors. The committee liked this idea. Lori suggested also looking at community resources for vendor ideas, for example health care service providers that work with Filipino students.

Films: Lori said we could present short films (15-30 minutes) followed by a discussion. These can easily be incorporated into the class curriculum. She would like the SEED committee to submit a list of films for discussion at the next meeting.

Events: Events should be held from 10 a.m.-2 p.m., or from noon-4:00 p.m. Events could also take place before evening classes so that evening students and adjunct faculty can participate. Academic Senate could discuss the idea that certain aspects take place during a specified time and curriculum agrees and the whole class would attend. Lori suggests consulting with ILT on this. Lori suggested that events be held from 10 am.-1 pm, 11 am-2 pm, or 4 pm-6 pm. Linda Ghio will book the theatre all day and all night those two days, as well as rooms 2306 and 5131, and room 1124 for 4-6 pm events. Next month the committee will create a rough draft of the program designed to determine facilities needs, etc.

**Displaying religious artifacts:**

Susan Andrien asked if it is acceptable to display a religious artifact at someone's desk if the employee's workspace is also a student space. According to Lori, it is freedom of expression and since the employee does not have a cubicle and the desk is considered their workspace, it is fine. Amory said it is a different issue if the item seems to be derogatory.

**Next meeting:** April 17, 2006, Room 1319, 2:15-4:00 p.m.