

Skyline College
Stewardship for Equity, Equal Employment and Diversity (SEEED)
Advisory Committee
September 15, 2008

MEETING MINUTES

Attendance: Lori Adrian, Rosie Bell, Amory Cariadus, John Chavez, Barbara Daley, Lynne Douglas, Nancy Lam, Vicki Morrow, Phyllis Taylor.

Absent: Richard Soyombo

Review of May 19, 2008 minutes

The minutes were approved as written

Phyllis Taylor's Year-End Report

Phyllis distributed a 2007-08 year-end report on SEEED diversity events. She commended Rosie Bell and the committee for their work in getting diversity event information publicized. She would like to continue using the SEEED calendar of events as a tool. She said that faculty really noticed the college calendar of events that was distributed in the Opening Day packets. The college is starting to develop a system of honoring ethnic history months. Several of the events were very well attended and she hopes they will be this year, but attendance at other events still needs work.

- Faculty and administrative involvement with SEEED events: The biggest problem is getting faculty to widely support SEEED events and Phyllis is having trouble getting them to advertise it to their students. Vicki said when events had a lot of student attendance it was because faculty aligned it with their curriculum and students were encouraged to attend. Phyllis said that is very effective, but it is very hard to align curriculum and develop events in advance. Lori suggested building it into Student Learning Outcomes (SLOs) because some of the experiences do not change from year to year and the expected outcomes are the same. Vicki said Sandy Irber is developing posters with the institutional message regarding SLOs. Phyllis will ask to have it on the next SLOAC agenda. Vicki said that teachers will want to know what events are happening well in advance and SEEED does not publish its calendar on a regular basis. Vicki can something in Skyline Shines on upcoming cultural and diversity events so people can be thinking ahead a few months. Phyllis also suggested the Vice President of Instruction send a letter connecting the events with SLOs. Lori would like administrative support at events and Vicki will address it at the next Management Council meeting in October.
- Electronic signage: The electronic signs that were purchased by the ASSC are in place around campus and are publicizing information in locations where there are a lot of students. A large sign is in the cafeteria and smaller signs are in Admissions and Records and upstairs in Building 6. Amory would like to install one in the library, but Tom was not interested. Barbara thought if he could see the

sign, he might be interested. The information is created in landscape format in a .jpg image and Amory can download it, then upload it to a data card, and then install it in each sign. Vicki will publish the instructions in Skyline Shines. The college needs to be specific about what types of events would be publicized. Lori would like to see an electronic sign at each building entrance. Amory said if the college is ever wired for satellite TV, information such as debates, national news events can be publicized on the larger screens.

- Room reservation process: This process has been moved from the President's Office to Business Operations. Julene Rhoan is assisting Amory in the Office of Student Activities as the Staff Assistant there, and Annie Trinh, who has been handling the college's facilities contracts, is now processing room reservations. Reservations for the Main Theatre and Gallery Theatre continue to be processed by Mary Anne Leary. Soon there will be a professional theatre technician with a flexible schedule. The hire is expected shortly. The Social Science/Creative Arts division needs to have control of those facilities and the theatre tech will report to Donna Bestock. If there are problems with room reservation for SEEED events, Vicki would like to know to ensure that the new approaches we are taking are working effectively.
- Theatre lobby space: Phyllis said the theatre lobby is still looking cavernous. Vicki suggested using the space to display the college's permanent student art collection. Phyllis suggested it serve as a rotating display area for information on SEEED events. Rosie, Phyllis and Vicki will tour the area and see what might work. A changeable display would be good, but the glass display cases are challenging.
- Theatre and Campus signage: Barbara would like to have better directional signage for community members visiting the campus, particularly the theatre. Amory said the new directional signs blend in and are hard to see. Vicki said the signs are temporary while Building 1 is redesigned. It was suggested that special signage be created just for the theatre, such as a sandwich board, or painted directional lines on the wall. Sandy has worked with Jamie Fong of the President's Council to create special events signage and Amory suggested utilizing something like that that where event information could be inserted. There is also no signage in Building 6, so there is a problem all over campus, even in the newer buildings. Lori said campus signage will be designed all at one time in the future signage project.

District EEOAC update

The district EEOAC has not yet met. Vicki will determine who the Skyline reps are.

Review of SEEED events calendar

Phyllis distributed the calendar and asked the committee to update her or Amory with any upcoming events. Phyllis would like everyone to keep the calendar and review it to see if there are upcoming things in their areas that should be put in. Vicki said in order to make the calendar readily available, it could be posted on the Skyline website, under the faculty and staff section with a special link for diversity events. It could be updated as needed. The calendar is useful because it shows where the gaps are in certain months. Phyllis and

Amory met to talk about the upcoming election. Phyllis went to the Gay-Straight Alliance (GSA) meeting and encouraged them to hold a forum on Proposition 8 and it is going to happen. A.J. Bates is the club advisor and he met with Amory and talked about the proposed structure of the forum. It was suggested that people representing both sides of the issue serve on the panel. Phyllis said the point is to have dialogue and make the issues known to students. If it is a forum, where the group advocates for a certain position, technically it needs to be opened up to free speech for all groups to participate. Phyllis suggests managing the presenters. Amory wants both viewpoints to be presented and the challenge will be to do so without upsetting anyone.

Lou Calabro with the European American Issues Forum (EAIF) contacted Vicki about presenting information that would honor European Americans of eminence who made social contributions. A few years ago, he prepared a presentation with photos and text on the topic and it was displayed in the glass case in Building 1, second floor. Vicki has referred him to Amory. Amory discussed it with Donna and he is looking for a way to use Skyline's display at no cost and is hoping that a history faculty will be a sponsor.

Rock the School Bells

The dates for Rock the School Bells is November 17-22. Nate Nevado is pulling together an organizational meeting and Phyllis will provide more information at the next meeting.

Library's One Book, One Community events

Skyline is hosting several events around the Peninsula Library's One Book, One Community events centered around the book *What Is The What* by Dave Eggers, a story about the lost boys of Sudan. The Book Talk will be hosted by Tom Hewitt in the Skyline Library on September 25 at 2:00 p.m. On October 1, Author Dave Eggers will be speaking about the book at a free event at the San Mateo Performing Arts Center at 7:30 p.m. KQED's Michael Krasny will host the event and Barbara said they are hoping that one of the Lost Boys lives in San Francisco in the book will be present. Extra credit slips will be given for students who attend. On October 15 in the Main Theatre at 12:00 p.m., Skyline is presenting the film "Lost Boys of Sudan" and there will be a discussion with film co-director Jon Shenk. The film does a good job of highlighting the conflict and the efforts of the boys to assimilate in this country. They are also promoting another film about the Lost Boys entitled "God Grew Tired of Us." Barbara said both films are excellent. The library also created a brochure to publicize the events. The bookstores have plenty of copies of *What Is The What* and the library has three copies. Phyllis asked if students who have not read the book could attend the book talk and Barbara feels it would be good because perhaps students could read parts of the book and get something from it or they may develop the interest to read it all.

Priorities for SEED next year

- Encouraging faculty to include diversity events in their curriculum: Amory and Phyllis spoke with Lori to find a way to interest faculty and staff in SEED events and to find someone who could encourage faculty who are not finding a way to include it in their curriculum. Lori mentioned a professor she knows, Daryl G. Smith, of Claremont Graduate University, who has written a book called

- Diversity Works* which provides a good framework, not just in hiring, but with practices that teachers could use in the classroom. Lori said she relates very well to faculty and has done a lot of work on SLOs. Lori feels she would be good. The other person is Estela Mara Bensimon who chairs the Irvine Foundation. Amory said there are certain programs that will appeal to faculty and staff, some will appeal to students, some may crossover. Rosie suggested that perhaps Facing History and Ourselves could do a presentation if Daryl Smith did not work out.
- Speaker series: Amory would like to see a speaker series set up at the first of the year, to get faculty involved up front. She is working on some grant writing ideas too. Lori suggested connecting with other faculty speakers who are in the college circuit and we could piggyback on their contract. Rosie mentioned that Skyline faculty Barbara Ustenko is a grant writer. Rosie also suggested that Amory talk to Donna Bestock about the Rosemary Barker fund, as long as it is interdisciplinary. Vicki said that might be a good way to fund the series the first year and then draw other funders after that. Lori likes that Amory is looking at a developmental approach to it and a way to engage different individuals in different levels. She would like the student ones generated out of student interest, through SEEED's encouragement and faculty/staff program be something they conceive that will help them incorporate it with their SLO development. Phyllis said there is a Flex Day event on March 11 and it is dedicated to SLOAC. Amory said maybe they could arrange for a keynote speaker. Vicki said Soodi Zamani and Lucia Lachmayr went to a workshop and presented information at Academic Senate. This might make a good companion workshop to something Daryl might do.
 - Incorporating diversity and learning differences: Lynne would like to see a presentation of diversity and learning differences that would involve a panel of faculty who have learning differences. Lynne said these would be learning styles that generally require an accommodation of one kind or another. Faculty could describe how they have worked with the learning style. There was Academic Senate interest in this a few years ago. Phyllis said that perhaps Leslie Shelton would be willing to help organize this since she has presented information on the topic of learning styles before. Vicki said Leslie may have time in the spring and Lynne will talk to Leslie sometime after November.
 - Environmental project: Rosie talked to Sociology instructor Michael Moynihan and he is interested in doing a project in conjunction with the greening of the campus. It would be a year-long event over the fall and spring semesters. There would be guest speakers and events around it. Rosie attended an event at Crissy Field in San Francisco and students created globes, each one representing a theme. The environmental project could involve both the Art and Science Departments. She also suggested that the student clubs could each take a theme and create the piece. She would like to find a good speaker who could motivate the groups. She and Mike would take the lead on it. Amory said that an Environmental Club is trying to get started at Skyline.
 - Volunteer services: Rosie would like to see a club formed or a volunteer coordinator take the lead and start something on volunteer services. Amory is assembling a database, sending out announcements to the organizations and

encouraging students to hold a volunteer fair in the spring. Jeff Westfall does teach a community service class and he is talking with Amory about it. Rosie attended a fair and has listed social justice organizations on her website. Lori suggested Amory contact the San Mateo Times, which publishes a list of organizations that are looking for volunteers.

Membership for next year

SEED has talked about having student members on the committee. When SEED was EEOAC, it did not make sense to include students because the focus was on hiring, but it seems more natural now that SEED might have students. If SEED decides not to propose adding student membership, then nothing needs to be done. If the committee does want to invite student membership, there is a governance process to be followed. The proposal would go to College Council and then to the constituent groups and back for a final decision by College Council.

Vicki asked if it was a topic that SEED would want to take up. Rosie said no. Amory said one of the pros is that SEED would have more of a direct connection with getting students involved and talking about programming issues, but there are other topics, such as policies and procedures, that are discussed that may be too delicate and staff and faculty may not be able to express themselves fully. Phyllis asked if the committee feels that students are underrepresented in this group and Lori asked if SEED is a shared governance group. Vicki said it is not, but noted that not all shared governance groups include students. Lori said what she feels is missing is that the committee is guessing at what students may want and sometimes the group may have different perspectives than the students. Barbara said that part of SEED's mission is to educate students and introduce things that they may not be aware of. Vicki said there are 15 shared governance committees. Academic Senate is one where there is not a student member, other than as an ex-officio. Classified Council, a governance group, is just comprised of classified staff. It is not required to have student members on SEED, but the question is whether that voice would add value. Amory said she reports back to the students. She said there are two students involved with activities who might be good on the committee. Lori suggested invited students from the learning communities. Vicki suggested inviting them at a key time of the year to help with planning – recruit them from ASSC and from the learning communities. John thinks it would be better to invite them for specific topics to get their input, and not necessarily as permanent committee members. Vicki summed it up by saying that currently, the consensus is to bring them in for input basis for a specific topic. SEED will discuss the topic at the next meeting and determine when the committee would want to invite students and what kinds of students would be invited.

Other news

Vicki said College Council is proposing a Student Equity Committee. SEED talked last year about taking on the work and decided it could not. The College Council decided the Student Equity Committee would take the place of the Student Access and Success Committee. They have similar charges so the Council is recommending that one replace the other. The Academic Senate approved it, and the Council is waiting now for a recommendation from Classified Council, ASSC and Management Council.

Next meeting: October 20

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