STAFF EQUITY COMMITTEE
MINUTES
September 29, 2008
HR Training Room V-111

Members:  Annalisa Iglesias, Cindy Vyskocil, Corinne Magdaleno, Diane Bangs, Donna Rafanello, Hurtie Chukwudire, John Downey, J-son Ong, Julie Kossick, Karyn Daniels, Kathie Atwood, Lee Douglas, Lillian Justice, Monica LaBenda, Rose DelGaudio, Spencer Montgomery, William Brazda

Absent:  Marty Alvarado, Byron Breland, Vincent Riojas

I. Rose DelGaudio:  welcome to the first meeting of the Staff Equity Committee formed as a result of the work done by the Staff Diversity Task Force in 2007-08; introduction of members (add student representative, Spencer Montgomery to membership list), review of committee charge; tri-chairs are: Corinne Magdaleno (classified), Lee Douglas (faculty), and Cindy Vyskocil (administrator)

Note:  faculty will have three year staggered terms to ensure (overlapping) ongoing membership, implementation to be determined and reported at a future meeting by Lee Douglas

II. Committee Charge:  The charge of the Staff Equity Committee is to assist the district in implementing and monitoring its Staff Equity Plan as well as provide suggestions for Plan revisions as appropriate.  The committee will assist in promoting an understanding and support of equal opportunity and nondiscrimination policies and procedures.  The committee may sponsor events or other activities that promote and support equal employment opportunity, nondiscrimination, retention and diversity in collaboration with other appropriate groups.  The committee shall include a diverse membership whenever possible.  A substantial good faith effort to maintain a diverse membership is expected.

III. STAFF EQUITY HIRING PLAN (living document):  initial charge was for task force to review staff and hiring practices as a result of Board and President’s goals; that task force defined three areas of focus: 1) dialogue/training, 2) recruitment, and 3) policies/procedures (see handouts)

A. Dialogue:  Create an on-going intellectual campus-wide training agenda on the topic of equity as it relates to our students and staff.  The purpose of which is to educate staff and inspire the leader in everyone to move progressively toward an equitable and inclusive environment for applicants and staff which promotes the success of our students.

How to get the message out; move topic of diversity to the center of the institution; create on-going effective sustainable change; encourage more communication; recruitment committees trained as a whole; review hiring criteria/job description criteria; create interest/excitement with applicant training; workshops: resume/cover letter and interview/recruitment process; Hire Me; Tips to Apply; create informational CD, training, video streaming
Dialogue Sub-Committee: co-chairs: Julie Kossick/Cindy Vyskocil, Annalisa Iglesias, Bill Brazda, Byron Breland, Corinne Magdaleno, Hurtie Chukwudire, John Downey, J-son Ong, Lillian Justice, Monica LaBenda

B. Recruitment: Conduct broad based outreach to ensure equitable recruitment practices in support of appropriately diverse pools of applicants.

Develop/formalize processes: faculty internship program; recruitment from graduate programs; recruitment brochure(s); revise reference checking criteria; job web links with other organizations; job fairs; detailed outreach campaign(s); solicit internal recommendations (i.e., faculty, Dean/Department Head recommendations for outreach); how to get a position at a community college; Tips to Apply/Hire Me Workshop; staffing for part-time and full-time faculty require most change; classified/administration are in good position; focus will be on part-time faculty hiring process; prepare all-inclusive College diversity statement (review Senate diversity definition)

Recruitment Sub-Committee: co-chairs: Diane Bangs/J-son Ong, Donna Rafanello, John Downey, Karyn Daniels, Kathie Atwood, Lee Douglas, Marty Alvarado, Spencer Montgomery, Vincent Riojas

C. Policy and Procedures: Review and revise Board policies and administrative regulations to ensure adherence to legal requirements and contemporary practices which foster equitable hiring practices. (process in progress: revisions made and then presented to Leadership Council)

IV. Conferences: AACU Conference (October 16-18): Diversity, Learning, and Inclusive Excellence; goal to have LBCC as presenter in the future; contact Monica LaBenda if you plan to attend; and Tomas Rivera Policy Institute: Latino Education for a New Era (October 31, 2008); National Conference on Race and Ethnicity (NCORE) in higher education - San Diego, Spring 2009

V. Other: Fullerton College, February 19, 2009, 12–1:30 p.m., Campus Theater – guest speaker: Robert Jensen, “The Heart of Whiteness” – contact Cindy Vyskocil for car pool

Robert Jensen is an associate professor in the School of Journalism and director of the Senior Fellows Honors Program of the College of Communication at the University of Texas at Austin. Jensen joined the UT faculty in 1992 after completing his Ph.D. in media ethics and law in the School of Journalism and Mass Communication at the University of Minnesota. Prior to his academic career, he worked as a professional journalist for a decade. At UT, Jensen teaches courses in media law, ethics, and politics. In his research, Jensen draws on a variety of critical approaches to media and power. Much of his work has focused on pornography and the radical feminist critique of sexuality and men’s violence, and he also has addressed questions of race through a critique of white privilege and institutionalized racism

Adjournment

Next meeting: November 4, 2008
3:30 – 5:00 p.m.
HR Training Room – V111