Present: Bill Brazda, Byron Breland, Crystal McCutcheon, Kaneesha Tarrant, Karyn Daniels, Lee Douglas, Lillian Justice, Lynn Shaw, Rose DelGaudio, Shirley Gooding

Absent: Alberto Morales, Camille Bolton, Corinne Magdaleno, Diane Bangs, Eva Talastas, Gloria Wilson, Ricco James

1. Rose DelGaudio: Welcome – Cindy Vyskocil is now chief negotiator for faculty negotiations. Rose will replace her as Staff Equity chair

2. Lee Douglas: November 17, 2011 Minutes approved

3. Sub-Committee Reports: Funding/Byron Breland (secure funds from ASB, Foundation for event speaker(s); Research & Programs/Bill Brazda suggested local author Andrea Scott for book signing; Committee should demonstrate that institutional excellence is connected to inclusiveness; Campus Wide Communications/Lee Douglas – advertising, to date there has been no formal meeting

4. Staff Equity (Campus) Survey – ACTION: develop survey and focus group to determine campus climate as it relates to Equity and Diversity (Eva Bagg will assist with both); better understand what the issues are while the Committee develops problem solving objectives; Lillian Justice has a survey for Committee to review for ideas; ACTION: Lillian will email survey to sub-committee for review ACTION: schedule meeting to discuss/determine survey questions; Crystal, Rose, Lillian, Lee and Eva volunteered to meet to discuss/determine survey questions and bring to next meeting

5. New Directions:

a. Diversity Conference (on a Flex Day): campus and local community participation as it relates to the Dialogue module in the Staff Equity plan; providing professional development while supporting and promoting inclusiveness; ACTION: Lynn Shaw will discuss February 4 or March 6, October 9 event date with Senate Exec; ACTION: Rose will begin discussion (via email) to determine theme before next meeting (e.g., Diversity: How Does It All Intersect, Unity Through Diversity, Diverse Peoples, What Is Diversity, Why Does It Matter, Globalization); ACTION: Discuss keynote speakers at the next meeting, bring ideas for outside and internal talent (e.g., Daryl Smith, Rene Castro/CCEJ; speaker to address student needs, Patricia Gándara); ACTION: Committee to identify speaker and workshops: Alberto Morales, Lynn Shaw, and Rose; possible Conference sub-committees or individual: Theme/Call for proposals, Logistics, Communications/Advertising/Marketing (existing committee: Lee, Kaneesha, Julie, Shirley), Food

b. Diversity Blog/Website (proposed): continuous, discussion forums/threads, free; ACTION: Crystal McCutcheon will research possibility

c. Flex Day Workshops: propose on-going workshops on Flex Day(s); develop process for recruiting presenter(s)

6. Moving Forward: on-going Conference communications (via email) will continue outside of formal Equity meetings to develop a plan

Next Meeting: February 16, 2012
3:30 p.m. – 5:00 p.m.
PCC – Room BB235