Present: Rose DelGaudio, Lee Douglas, Corinne Magdaleno, Byron Breland, Crystal McCutcheon, Diane Bangs, Eva Talastas, Gloria Wilson, Kaneesha Tarrant, Karyn Daniels, Lillian Justice, Alberto Morales, Lynn Shaw and Bill Brazda

Absent: Shirley Gooding, Camille Bolton, Julie Kossick and Ricco James

1. Call to Order @ 3:40 p.m.

2. Approve February 16, 2012 Meeting Notes with additions

3. Diversity, Equity and Inclusion Conference – Walking the Talk

➤ Discussion whether to change the title to:
1. Pathways to Diversity, Equity and Inclusion in Higher Education
2. Advancing Diversity, Equity and Inclusion in Higher Education
3. Fostering Diversity, Equity and Inclusion in Higher Education

ACTION: (Committee) Decide on the title

➤ Rose handed out an example of a possible theme: “Operationalizing Workplace Diversity Management and Inclusive Leadership in Education” – Managing the Organization and Strategies to Achieve Genuine Outcomes which could be one thread or theme among other.

➤ Working Group Reports:

Speaker/Call for Proposal- Rose DelGaudio, Lee Douglas, Alberto Morales and Bill Brazda

- Speakers and workshops must be determined before summer 2012
- Start asking folks to do workshops
- Make sure the themes have value to the participants

ACTION: (Rose DelGaudio, Alberto Morales, Carlos Ramos, Cynthia Quintero, Lee Douglas, Lynn Shaw, Bill Brazda, Marty Alvarado and Eva Bagg) Identify themes for proposals Working Group Meeting, 3/21/12 @ 3:15 - Workplace diversity leadership management – stressing pedagogy

ACTION: (Speaker/Call for Proposal) Get the “Call for Proposal” and Workshop Brochure out

Marketing & Publicity – Lillian Justice, Corinne Magdaleno and Kaneesha Tarrant

- “Save the Date” October 9, 2012, needs to get out to colleagues right away
- Advertise the event as FLEX DAY
- What do we want the Conference to accomplish and how do we market it?
- Break down the goals in order to properly market the Conference
- Possible shifting the focus to morale boosting and inclusion as an “Institution”
- How do we appeal to our own college community?
- Creatively getting the message out to the college community so participants are excited about attending the Conference
- Keep the Conference dialogue going, after the Conference, for continued student success

**ACTION:** (Marketing and Publicity) Develop the “Save the Date” announcement

**ACTION:** (Byron Breland) Give thought to doing something unique to make the Conference different than all the others

**ACTION:** (Kaneesha Tarrant, Lillian Justice and Corinne Magdaleno) Expand on how to appeal to our own college community

**Logistics/Welcoming** – Diane Bangs, Crystal McCutcheon, Eva Talastas and Gloria Wilson
- Conference time: 8:30 a.m. to 5:00 p.m.
- 982 seats in the auditorium (stage will be set up but can work around)
- Other possible locations: Main gym, small gym, T1200 and classrooms
- A good attendance would be 500
- Could do box lunches to keep participants on the South Quad
- Committee agreed to keep the Conference in-house rather than inviting the public

**ACTION:** Secure the Shuttle from PCC to LAC for Conference

- **Brainstorming Themes**
  - How do differences of opinion come to be?
  - Teach groups on campus how to be more inclusive
  - Professional development that enhances our faculty & staff through our major transitions
  - How to fit into the “college culture” when I don’t know how
  - Addressing the fears regarding layoffs or being asked to do more with less
  - Finding my strengths and playing to them
  - Creative morale boosting
  - Working together as one institution and not separate groups
  - Understanding the “college culture” and our responsibility for excellence
  - Sensitivity Training
  - Write about a time when you felt alone – for discussion – to recognize how it feels to be isolated
  - Inclusive workplace environment that advances student success
  - The broader definition of diversity: strengths, background, experience and education
  - Not just the face of diversity but the reason for diversity
  - Identify your own strengths as a leader or manager
  - Creative morale boosters that don’t cost money
  - Understanding the changing college population (possible student panel)
  - Address complexities of diversity
  - Foster an inclusive workplace that advances student success
  - Professional responsibilities to Achieving Equity
  - Take action to achieve inclusion

**ACTION** (Rose, Kaneesha and Corinne) Meet to develop workplace themes

**ACTION:** (Bill Brazda) Develop a theme on college culture and institutional responsibility to equity
Brainstorming Goals

- Professional development of faculty and stuff to meet the diverse needs of students and meet their educational goals
- The complexities of diversity: our professional responsibility to recognize, appreciate and support (on the white board)
- Our professional responsibility to recognize, appreciate and support the complexities of diversity (on the white board)
- Foster an inclusive workplace environment that advances (maximizes) student success (on the white board)
- Address fears surrounding the college budget crisis (layoffs and increased workloads)

4. Agenda Items moved to the next meeting on 04/19/12
   - Staff Equity Plan (Dialogue Module) – Lee Douglas
   - Faculty Internship Program Update – Crystal McCutcheon
   - Daryl Smith AACU speaker – possible Keynote Speaker for Conference

5. Adjourn 5:15 p.m.

Next meeting: April 19, 2012 @ 3:30 p.m. – 5:00 p.m. in Classroom T1319

Action Item Summary:

1. ACTION: (Committee) Decide on the title

2. ACTION (Rose DelGaudio, Alberto Morales, Carlos Ramos, Cynthia Quintero, Lee Douglas, Lynn Shaw, Bill Brazda, Marty Alvarado and Eva Bagg) Working Group Meeting, 3/21/12 @ 3:15 - workplace diversity leadership management – stressing pedagogy - identify themes for proposals

3. ACTION: (Speaker/Call for Proposal) Get the “Call for Proposal” and Workshop Brochure out

4. ACTION: (Marketing and Publicity) Develop the “Save the Date” announcement,

5. ACTION: (Byron Breland) Give thought to do something unique to make the Conference different than all the others

6. ACTION: (Kaneesha Tarrant, Lillian Justice and Corinne Magdaleno) Decide how to appeal to our own college community – meeting April 9, 2012 @ 3:00 p.m. in T2002

7. ACTION: Secure the Shuttle from PCC to LAC for Conference

8. ACTION (Rose, Kaneesha, Lillian, and Corinne) Meet to develop workplace themes

9. ACTION: (Bill Brazda) Develop a theme on college culture and institutional responsibility to equity