Staff Equity & Diversity Committee
Meeting Minutes
November 9, 2007

Members Present: Angela-Dee Alforque, Riad Bahhur, Ramona Cobian, Julia Jolly, Rick Woodmansee

Meeting commenced at 3:05 p.m.

Minutes were reviewed and approved.

I. Time Change in committee meeting times
   A. Riad mentioned that he will miss every other committee meeting due to a conflict with another committee of which he is a member.
   B. Ramona will contact Delicia Nunnally-Robertson regarding counselor participation in the Staff Equity & Diversity Committee.

II. Committee Purpose
   A. Rick and Julia brought back information from our sister campuses on the mission (not sure what this word is) of committees comparable to that of SCC’s Staff Equity & Diversity Committee. It appears that, due to the structure of each campus’ programs and departments, the missions are different to meet that campus’ needs. For instance Folsom Lake College includes Student Equity with Staff Equity, and Cosumnes River College includes cultural events with Staff Equity. Copies of the descriptions of the other campus committees will be sent to each Staff Equity & Diversity Committee member as an information item. (Who is doing this and when? Might be a better idea to distribute at the next meeting.)
   B. Discussion of how to best serve the college moved the committee into the next topic for discussion.

III. Analysis (and possible rewriting) of our Mission Statement
   A. Discussion was held on SCC’s Staff Equity & Diversity committee’s mission and how it could be more reflective and inclusive of culture and ethnicity on our campus. Riad strongly recommended that we include “pluralism” in our mission to demonstrate appreciation of different experiences that a diverse staff brings to our campus.
   B. Further discussion included how our committee perhaps overlaps with other campus standing committees and what we can do to link our missions/tasks/responsibilities. The committee also questioned the intent of recent communication from the LRCCD regarding
attention to diversity in hiring practices. The following ideas resulted from these discussions:

1. Ask all committee members to draft a mission statement and forward them to tri-chairs.
2. Invite the Student Equity Committee and Staff Development Committee to meet with us to discuss our roles as committees and how they overlap in purposes and to see how we can coordinate efforts among committees.
3. Hold a Flex event in January 2007 with the Student Equity Committee and Staff Development Committee to discuss our roles and purposes and how they fit into the Ed Initiative and Cultural Democracy.
4. Invite Dolly (Green or Ann Aaker) (last name and title) to meet with our committee to discuss the letter on diversity and hiring practices.

IV. Revisiting the Video Option
   A. Some discussion was held on the video that the committee began to put together last year. Julia offered the committee to view the video with which she was supplied for training new Staff Equity Representative. A new District directive has placed the responsibility on Julia Jolly for training Staff Equity Representatives. (The previous statement is not true. This directive has been in place at all other campuses. We were simply not compliant at SCC, something we do not want to state. Let’s use the following statement: “Julia Jolly, as Grievance/Equity Officer, has the responsibility for training Staff Equity Representatives.”)

   B. The idea of training staff and faculty by department was discussed. More discussion on this forthcoming

V. Planning for December
   A. If agreed upon by other committee Tri-chairs a Flex Activity will be offered by the Staff Equity & Diversity Committee, the Student Equity Committee, and the Staff Development Committee. (Previous statement unclear – What other tri-chairs? If we want to do this we need to fill out the paperwork for a flex activity. Pam Lindell is the contact. I’m already doing one such activity. Would either Angela or Ramona be interested in signing us up for this activity? )

VI. Other
   A. It was recommended that consideration be given to the process of hiring adjunct faculty with regards to staff equity. More discussion on this is forthcoming.

VII. Next meeting is scheduled for February 8, 2007.

Meeting adjourned at 4:15 p.m.