



Friday, April 10, 2020
Multicultural and Diversity Committee Meeting -
***1:15 pm* - MINUTES DRAFT FOR REVIEW**

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Members Present: Justine Shaw, Dana Maher, Bernadette Johnson, Maria Morrow (Friedman), Dave Bazard, Trish Blair, Chris Lancaster, and Jessica Frint (support)

Members Absent: Kaliym Butler, Kendra Wolcott, Alia Dunphy

Others present: none

1. Call to Order: The meeting of the Multicultural and Diversity Committee was called to order at 10:00 am by Justine Shaw.

2. Introductions and Public Comments

2.1 Members of the audience are invited to make comments regarding any subject appropriate to the Academic Senate. There were no public comments.

3. Discussion

3.1

The Senate President, Gary Sokolow, and Senator Shannon Sullivan asked the MDC to provide a more detailed list of committees that MDC members might serve on. Following a discussion by MDC members, the following list of committees was added to the most recent draft of the MDC bylaws: Curriculum Committee, Student Equity Committee, Facilities Planning Committee, Academic Standards and Policy Committee, Program Review Committee, Enrollment Management Committee, Instructional Council, Equal Employment Opportunity Advisory Committee (EEOAC), Technology Planning Committee, Educational Master Plan, Disabled Student Programs and Services Advisory Committee, Behavioral Intervention Team, and other committees whose scope impacts the duties and purposes of the Multicultural and Diversity Committee. It was decided to keep the list open-ended so that short-term, emergency, and/ or ad hoc committees could also request an MDC member to serve or consult. An example given would be a committee associated with the current Coronavirus remote instruction. Justine noted that students in more remote parts of the District, such as the KT site, are disproportionately impacted by remote instruction because of the lack, or poor quality, of internet access. Based upon this, members decided that the MDC may want to consider having an annual focus and, at present, who is/ isn't able to access technology seems to be a potential focus.

3.2 Draft of Guiding Values for MDC Member Participation in College Service Activities

Using the existing MDC bylaws, members collectively drafted a set of values that will help guide their work when serving on, or being consulted by, other committees. The values are:

- Ensure that a rich variety of backgrounds and perspectives are represented in making decisions
- Raise awareness of the need to intentionally address underrepresented and underserved groups in making decisions
- Promote the use of relevant data on underrepresented and underserved groups in decision making and planning
- Support consideration of the Student Equity Plan in planning and decision making
- Assist Human Resources as requested to support implementation of the Work Force Equity in Hiring Plan
- Network with Human Resources, the Multicultural and Diversity Center, and other college and community groups to support multicultural events and diversity training for all faculty, staff, and students
- Assist in the development of strategies that demonstrate inclusiveness as a District value
- Promote transparency in providing details about multicultural- and diversity-related initiatives and plans
- Communicate with faculty, staff, and students about multicultural- and diversity-related initiatives and plans

Justine said that she would bring these to the Academic Senate for their next meeting on April 17. At this meeting, the Senate will be voting on the amended bylaws. Dana suggested that members should research the charge of the committees in the proposed bylaws to be able to demonstrate how each ties to the MDC charge, if asked. Justine asked members to help with this research and said she would email members, asking each to look up this information for 1-2 committees.

Since Justine wasn't sure if the Senate would need the MDC to make any changes to the guiding values sheet or the bylaws, she asked members to pencil in a meeting for April 24. This would not be on the regular meeting day, but would give the MDC the potential to rapidly approve or edit either document if requested by the Senate.

4. Future Agenda Items

4.1 Senators are encouraged to request to place an item on a future agenda

5. Announcements and Open Forum

5.1 Academic Senate Website <http://internal.redwoods.edu/Senate/>

5.2 District Meeting Calendar/Website - <http://internal.redwoods.edu/>

6. **Adjourn:** There were no objections to adjournment, the meeting was adjourned at 11:40