



**Thursday, March 5, 2021
Multicultural and Diversity Committee**

**REDWOODS COMMUNITY COLLEGE DISTRICT REGULAR MEETING OF THE
MULTICULTURAL AND DIVERSITY COMMITTEE
College of the Redwoods**

Members Present: Justine Shaw, Chris Lancaster, Maria Morrow, Kaliym Butler, Bernadette Johnson, Steve Jackson and Dana Maher

Members Absent: Alia Dunphy, Tatiana Robinson, Lisa Sayles, Trish Blair, Dave Bazard, and Jessica Frint (support)

Others present: Sean Thomas

1. Call to Order: The meeting of the Multicultural and Diversity Committee was called to order at 12:04 pm.

2. Introductions and Public Comments

2.1 Members of the audience are invited to make comments regarding any subject appropriate to the Multicultural and Diversity Committee (MDC): There were no public comments.

3. Approve Minutes: Approve February 18, 2021 and November 19, 2020 - Multicultural and Diversity Committee Minutes (Attachment): On a motion by Dana Maher, seconded by Jake Butler, the Multicultural and Diversity Committee minutes of February 18, 2021 were unanimously approved. On a motion by Maria Morrow, seconded by Jake Butler, the Multicultural and Diversity Committee minutes of November 19, 2020 were unanimously approved as emended to edit 'SOC-6' to 'SOC'.

4. Action Items: NONE

5. Discussion

5.1 Current Curriculum Initiatives Related to Diversity, Equity, and Inclusion: Sean Thomas gave a brief overview about what is happening with curriculum initiatives related to equity. He explained that there are a few main areas of focus including; Credit for Prior Learning, the Credit for Prior Learning Task Force that is working on equity related curriculum initiatives, ethnic studies CSU requirements and President Flamer's board goals that include encouraging faculty to do a comprehensive review of cultural competency in their curriculum. He explained that there additionally has been consultant hired to facilitate conversations around cultural competency as well. He explained that his hopes are to have focus on developing the task force model with compensated release time to provide professional support, however he was unsure if this was the direction this was headed in. Thomas additionally shared information from a memorandum from the Chancellor's Office about the impact of AB 1460: Ethnic Studies Transfer Alignment. He shared the information about the California Community College Curriculum Committee recommending framing local dialogue and decision making on three principals; commitment to curricular diversity, culturally responsive content, and anti-racism to support disproportionately impacted students, commitment to removing systemic barriers to student success and equity, and commitment to building system resiliency. He explained that this is in alignment with what President Flamer and the Board are requesting. Sean Thomas stated that his advice as Curriculum Committee chair is to hire an ethnic studies full-time faculty member and expand the ethnic studies course offerings. He explained that President Flamer has expressed support for

prioritizing ethnic studies hire. MDC members had questions about the specificity of what an ethnic studies course is and if there was a Native American studies professor who is interdisciplinary enough to write an introduction to ethnic studies class. S. Thomas explained he would like to make a recommendation with MDCs consultation and asked the MDC to consider what they believe would be valuable for faculty at CR. Justine Shaw suggested that Sean Thomas could take feedback from MDC to the Curriculum Committee, rather than a formal recommendation which could delay the process. It was suggested to request a position that has a 60% teaching load and 40% release time for program development. Sean Thomas suggested that Chris Lancaster could represent MDC perspectives during Curriculum Committee's discussions related to this and the MDC committee was in agreeance.

5.2 Update on Anti-Racism Pledge: Justine Shaw reported that there is not currently an update for this item as the committee is currently working on setting up a time to meet.

5.3 Update on Recommendations for Diversifying Faculty Hires: Justine Shaw stated that she is meeting with Angelina Hill next Monday to discuss this and that she will be pushing the recommendation we have that the prioritization be decoupled. She additionally stated that this was going to be discussed in the next CRFO meeting as well.

5.4 Update on Mitigating Bias in Student Evaluations of Teaching: Justine Shaw stated that there is a meeting being held about this next week in CRFO Senate Liaison.

5.5 Support for the Student Equity Committee to Update the Student Equity Plan: Alia Dunphy and Dana Maher: Justine Shaw shared a document that included notes from Dana Maher from the last Student Equity Committee meeting. She explained that the Student Equity Committee would like MDC to begin research into the supportive factors then provide information by the end of the semester. She additionally stated that the campus climate survey data would be collected by the end of the semester and would also help with determining the supportive factors. D. Maher informed the MDC that the Student Equity Committee also requested help with a multicultural zoom graduation and would like help locating a recording of a prior zoom graduation that they could use as an example. The committee reviewed a Nova report that identified the disproportionately impacted CR students and discussed how each of these groups needed specific achievable actions. The committee agreed to divide up this list between members to start researching and come up with suggestions. Committee members suggested a group for incarcerated students, homeless students and veteran students as well. Justine Shaw created a document assigning committee members to each group.

6. Future Agenda Items

7. Announcements and Open Forum

8. Adjournment: There were no objections to adjournment. The meeting was adjourned at 1:00 pm.