

Diversity Committee Meeting

Thursday, February 11, 2021

1:15-2:30

Attendance: Michael Habata, David Chhith, Sierra Bledsoe, Maria Bates, Michael Gend, Brian Moe, Sally Kassamian, Jeremy Mason, Mario Macias, Denis Pra, Meagan Truxal, Brian Pierson, Pauline Pham, Marcy Portillo.

1. Call to order – 1:20pm

2. Check In

3. Agenda Approval

- a. Sierra motioned; Meagan seconded.
- b. Unanimous approval.

4. November Minute Approval

- a. Jeremy motioned; Sally seconded.
- b. Unanimous approval.

5. Old Items

- a. Newsletter
 - i. Maria has been working on the Diversity newsletter over the last couple months and has gotten good feedback from the committee members who have read/reviewed.
 - ii. It is currently going through a final edit and will be sent out early next week via email to all employees.
- b. Instagram
 - i. The account has had a slow growth due to a lack of events/social media campaigns, but it is getting new followers thanks to working with Sierra's ASO account.
 - ii. Mario and Sierra will discuss their goals for Spring 2021 with regards to the Instagram account.
 1. Sierra mentioned creating something similar to ASO Instagram's Black History Month trivia.
 - iii. Mario brought up other possible outreach/marketing resources for the committee
 1. There currently is no budget, but we could try to find a way to utilize Equity money.

6. New Items

- a. How is equity/diversity being included in the campus discussion as a whole?

- i. Mario brought up getting the committee more involved in the SMP planning and other institutional change discussions.
 - ii. Maria suggested we try to get involved with accreditation.
 - iii. Wednesday, 2/24 from 2:00-3:00 – California College meeting discussing what colleges are doing to promote equity and diversity.
- b. Land Acknowledgements
 - i. We discussed the emerging practice of including land acknowledgements at the beginning of meetings. The committee was very receptive to incorporating this into our meetings.
 - ii. Are there more substantial ways to increase awareness and create more tangible outcomes?
 - 1. Add it to our email signatures, create campus wide land acknowledgement, etc.
 - 2. It needs to have a connection to institutional change.
 - 3. We need to create a strategy and chain of accountability to make sure this gets done.
 - iii. Many arts groups have begun incorporating these types of acknowledgements.
 - 1. Brian Moe has seen it from various dance groups.
 - 2. Gend shared that KCACTF (Kennedy Center American College Theatre Festival) incorporated a land acknowledgment to their programming this year.
 - iv. We decided to start with drafting a land acknowledgement for our committee, then creating one for the campus.
- c. State Hayward Award
 - i. Congratulations to Dr. James Mckeever!
- d. Pierce has a largely Hispanic population. Maria will try to write a Puente grant. Our committee does not want to compete with other Pierce programs for money (UMOJA, etc). The hope is to find a different funding source for Pierce's largest population. If anyone would like assist with this, please contact Maria Bates.
 - i. Gend shared a document on antiracism/etc. with groups assigned to follow up with specific tasks. Student Success committee and president is in charge of Puente/Adelante. If anyone is interested, they can contact Crystal to get involved.
- e. Diversity in hiring discussion
 - i. Michael Habata attended a workshop about diversity in hiring/sexual harassment workshop and presented at PCC.
 - ii. Discussed the need for better training of hiring committees.

- iii. Discussed the issue of who the hiring announcements are reaching. The issue might not be that there isn't a diverse group in the hiring pool, but we aren't reaching the full pool of candidates.
- iv. There are some departments on campus that have very limited pools to reach out to because of uncommon specialties.
- v. Maria stated she will reach out to various departments to inquire as to what they are doing to address diversity hiring.

7. Black History Month Events

- a. A flyer was sent out to all employees with the upcoming Black History month events. Please review for events.
- b. ASO/Diversity Committee event: Wednesday, February 24, 1:00-2:00pm
 - i. Poetry slam! And trivia, and prizes
 - ii. Diversity committee will help with communication and marketing.
 - iii. Flyer is expected on Monday. They can also find info on @pierceASO Instagram
 - iv. Zoom link:
<https://laccd.zoom.us/j/99919245930?pwd=Qi9EVldyWDhaTVFqcG1qaXIDQlBpQT09>

8. Announcements and Upcoming Events

- a. Library antiracism guide: Mario would like to expand the guide and create multiple guides for different groups. Mario and Michael Habata will discuss this idea further.
- b. Cultural/Equity Canvas modules: Other groups seem to be trying to do create modules related to diversity. If anybody has any information, please share.

9. Adjournment – 2:27pm.