



Pierce Diversity Committee (PDC) Charter

A Standing Committee of the Pierce College Council

Mission Statement

The Pierce Diversity Committee's mission is to promote awareness, understanding, and appreciation of equity and diversity throughout our college community to faculty, staff, and students and to foster a positive campus climate.

Goal

The Pierce Diversity Committee (PDC) seeks to accomplish its mission by recommending, developing, planning, and implementing programs, services, and activities that expose and strengthen sensitivity of our college community to diverse races, cultures and ethnicities, nationalities, lifestyles, abilities, backgrounds, sexual orientation, genders and ages, and political, religious and intellectual points of view.

The PDC may serve in an advisory role to various groups and units on campus regarding equity and diversity issues in such areas as equal employment opportunity, including diversity in hiring issues, student success, and other programs and services.

Objectives

The Diversity Committee will focus its efforts in regards to the following identified areas:

- 1. Access-**increase opportunities for underrepresented populations to attend and succeed at Pierce College.
 - Coordinate with other diversity initiatives and efforts that support and fulfill diversity on the campus community.
- 2. Awareness-** spread understanding of the challenges and opportunities within a diverse society.
 - Utilize the media, i.e., films, videos, to promote diversity awareness.
 - Produce materials for publication in Roundup and college newsletters
- 3. Training-** provide access to professional development for Pierce staff, faculty and students to increase their knowledge of diversity issues through workshops, seminars, discussion groups, demonstration classrooms, and conferences.
 - Work with Curriculum Committee to integrate diversity into courses and introduce diversity sensitive pedagogy.

Committee

In its efforts to be representative of all aspects of the college, the Committee is composed of a diverse membership consisting of administrators, faculty, staff, and student members. The membership will include the following:

- Academic Senate Faculty Representatives (1)
- AFT Faculty Guild Representatives (3)
- AFT Staff Guild Representatives (2)
- Teamster's Union Representatives (1)

- Supervisory Employee’s Union Representatives (1)
- Associated Students Organization Representatives (1)
- A representative of Special Services (1)

The membership of the Committee will elect the Diversity Chair on odd years and the Co-Chair on even years. The elected officers will serve a term of two years. There are no term limits.

Reporting Procedures

The Committee Chair, Co-Chair, or designee shall submit all approved minutes and reports to the Pierce College Council.

Funding

The funding sources for the committee will include but not limited to ASO funding, college funding, and additional funding from outside sources, such as donations, contributions, sponsorships, and grants.

Assessment

1. The PDC will develop a campus-wide survey every five years that assesses the campus climate and provides an opportunity for the committee to identify additional areas of development.
2. The PDC will also create faculty, staff, and student focus groups to provide feedback to committee.
3. The PDC will provide a forum to which faculty, staff and students may refer questions and recommendations concerning diversity related policies, procedures and programming.

Meetings

- Meetings will be held once a month, except for the months of January, June, July, and August.
- All the members are expected to attend all meetings. The voting members, who miss two consecutive meetings or four meetings within a year, barring exceptional circumstances, may be asked to resign.
- Absent committee members will not be allowed to vote.
- The committee will seek to make decisions by reaching consensus. When this is not possible, decisions will be made by majority vote.
- Five members will constitute a quorum.

Diversity Webpage

As part of its services, the PDC has developed and will maintain the Diversity at Pierce webpage listing college programs, services, activities, including curricular offerings that contribute to equity and diversity awareness and issues and announce upcoming diversity events.

[Prepared: October 2006; Revised on January 2012; Revised on September 2013; Revised on February 2014]