

DEIA: Diversity, Equity, Inclusion & Accessibility Committee

Meeting Minutes

March 28, 2023

<https://glendale-edu.zoom.us/j/85496519116>

Committee Members: S. Dube (Chair/English), R. Dickes (VPA), T. Ingle (Noncredit ESL), E. Lee (Credit ESL), T. Farwell (Kinesiology), K. Swett (Language Arts), L. Labra Bahena (Mathematics), A. Martinez (Noncredit Business & Life Skills), M. Hassani Golyakh (DSPS Counselor), M. Peterson (Social Sciences), J. Sanchez (Student Services), M. Furtell (Tech & Aviation), C. Ruiz (Cultural Diversity Coordinator), A. Lerner (Library), M. Boghozian (DSPS), K. Juarez (La Comunidad), R. Nouh (Associated Students)

Absent:

Guests:

Resource Members: J. Garcia, P. Rooney, S. Somo, M. Davis, D. Crawford, R. Ridgway, B. Grice

Empty Seats: Business, Health Sciences, Black Student Union, Black Scholars, Guardian Scholars, Rising Scholars

Link to recording: [DEIA March 28, 2023 Recording](#)

- I. **Call to order:** 12:24 pm
- II. **Quorum verified:** Yes
- III. **Approval of meeting minutes from February 28, 2023.**
 - a. [February 28, 2023](#)
- IV. **New Items:**
 - a. [State-Required DEIA on Evaluations](#)
 - i. This is just information only at this point.
 - ii. S. Dube shared and explained as information only at this time. We as a campus will need to respond to the state to inform them of how we will apply this. A. Lerner librarians have so many interactions with folks across the campus. M. Davis, we as a campus should offer training if it is state-mandated. M. Golyakh each department or group should have different procedures i.e. Mental health, accessibility, and instructional. M. Davis notified DEIA committee that there is a motion coming from CoDE to the senate regarding requiring publishing syllabi on Canvas for all classes.
 - b. [Review AR 3430](#)
 - i. Inclusion of harassment from student to employee
 - ii. S. Dube should review AR 3430 to include a clear statement that students shall not harass faculty. There should be clear guidelines for faculty

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support. M. Davis stated we should have a conversation with Brittany to get information on whether this is a standard structure across campuses. K. Swett it will be important to ensure that language is not “power down” in structure. It should not be too narrow. K. Swett volunteered to help with this along with anyone else who is interested. M. Golyakh we need to consider students with autism because their characteristics may fall under harassment because of repetitive actions or communication. M. Davis this is something that may be added to AR 5500 which defines student conduct. R. Dickies suggested we speak with Richard Cortes because concerns about harassment against counselors have come up.

ACTION ITEM: S. Dube will speak with Brittany Grice (VP of HR) to discuss this.

- c. Student Support Guide (for employees)
 - i. Please review: [Behavioral Management Team](#)
 - ii. Possibly include the following:
 1. interrupting the prison pipeline via alternatives to campus security/police (conflict resolution, de-escalation, bystander basics, etc.)
 2. immediate actions for conduct issues and reporting including feedback loops. How can we make sure folks get updates on reports in non-classroom spaces
 3. more specific and immediate actions on mental health issues and reporting (Behavioral Management Team)
 4. contacts for campus groups for underserved populations (Rising Scholars, Black Scholars, La Comunidad, Guardian Scholars, etc.)
 5. support areas for students in need (GCC Cares: what it covers, how to request, and its contacts, PRIDE group and ally contacts, etc.)
 6. S. Dube shared the BMT referral form because many people do not know about it.
 - iii. [Red Folder Site](#)
 1. It might be useful to have the “red folder” added to everyone’s campus-issued computer for access.
 2. Part-time faculty who do not always have campus-issued computers should be informed about the Red Folder Site.
 3. What options for conflict resolution can we offer faculty. M. Davis suggested that we should offer training.
- d. “On the Menu” event
 - i. 20 attendees
 1. A lot of staff, which was nice!
 - ii. Discussion was great.
 - iii. Follow-up survey will be sent.

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- iv. Next event: 4/26
 - 1. *Counteracting Unconscious Bias*
- e. Active membership in NADOHE
 - i. Will begin next year
- V. Additional items:
 - a. N/A
- VI. Spring meeting dates: 4/25, 5/23
- VII. Adjourned:
- VIII. ACTION ITEMS:
 - a. **CONTINUING:** To create two task forces. One to work on a DEIA statement and the other to create a land acknowledgment with added plans for supporting indigenous communities from the area.
 - b. **COMPLETED:** DEIA committee to review the list of tentative statements (link above) and choose which they like best. A small group met to review samples of DEIA syllabus statements. They will draft a few samples to share with the campus.