Diversity Advisory Committee Meeting Notes

Zoom Meeting – **OCTOBER 5TH, 3:30-5PM**

**Next Meeting Dates: 11/2, 12/7**

**MEMBERS**:

|  |  |  |  |
| --- | --- | --- | --- |
| **Student (2)** | Logan King; VACANT | ***Black/African American Faculty* and Staff Association (1)** | **Andre Strong** |
| **Classified (2)** | **Evelyn Lindley**; VACANT | **Gay & Lesbian Association of District Employees (1)** | Roger Perez |
| **Faculty (2)** | VACANT; VACANT | **Latino Faculty and Staff Association (1)** | Citlally Santana |
| **Management (2)** | **Cecilia Arriaza; Sonia Duran** | **Asian Pacific Islander FSA (1)** | VACANT |
| **Disability Support Svc. (1)** | **Eddie Roth** | **Native American *FSA* (1)** | **Rachel Roschel**  |

\*BOLD-In attendance

CO-CHAIRS- VACANT

Cecilia will facilitate the meeting

Cecilia took notes

1. Welcome, vacancy updates
	* Students- additional senators were sworn in this week, hope to have students selected for the committee soon
	* Classified- One person was interested but could not make the meeting date/time
		1. Do we need to reconsider the meeting/date? (no discussion on this topic as several members were missing today)
	* Rachel will serve as NAFSA rep but the group will designate an alternate
		1. Cecilia will remove Ericka from the listserv
2. Review of last meeting’s notes- No changes/edits were suggested
3. Recommendations from Dr. Perez
	* Dr. Perez thanked the group for their service and expressed support for the committee
	* How do we continue DEIA Task Force work?
		1. Should it be folded into Diversity Advisory Committee?
		2. Dual reporting
		3. Need to move to implementation
	* Dr. Monte’s ask
		1. Look at bigger picture- How do we move forward as a college?
		2. Language/tools related to Student Equity already exist, inclusivity
		3. How do we define “Antiracism”- how do we engage in these discussions, while taking into consideration peoples’ feelings
			1. Diversity Advisory Committee (DAC) could be a place to have these discussions
			2. One idea is to merge with DEIA
			3. Or keep separate and have Task Force work on implementation, and DAC could recommend facilitation/outside experts to help have these dialogues
			4. Leonor is preparing a report on DEIA activities 2021-2022 (list)
				1. We can take a look at this and discuss what are things we need to move forward with

Daniel-challenges w having small group of folks working on these committees/Task Force

Evelyn-Need more information as to what the DEIA task force recommendations actually were- Daniel will share the recommendation/presentation

DEIA taskforce group will also discuss-urgency to move to action

Sonia- Challenges when people are in many committees and have competing demands

May be a reason to merge

Next steps-

Recruit members

Review DEIA presentation (Cecilia will add to teams files)

Review Leonor’s list of DEIA activities (

Discuss DEIA merge/collaboration at next meeting Nov. 2

Reminder- DAC is a recommending body

1. Climate Survey
	* 1. Any suggested edits/comments? Discussion
		2. Distribution

Daniel’s update

USC classified staff survey scheduled this fall 22, instructional faculty fall 2023, student survey next fall 2024

Question as to whether the campus will buy into it again next year, this is the last year we have paid for/contracted (22-23).

**Committee members to share with constituents and make comments in the file by Nov. 19th**

Daniel-new required questions, need to merge

Set a date for distribution in Spring

Set a goal to have comments/questions by **Nov. 19th**

**Daniel and team will review the notes and bring new draft to the group for second read at our next meeting November 2nd**

1. Member updates/announcements
	* Cruz Reynoso 200 building renaming ceremony Oct. 13th 5pm

**Summary of action items:**

* **Cecilia will add Daniel to our TEAM and remove Ericka Adakai from email list**
* **All-Recruit new members/fill vacancies**
* **Committee members will review**
	+ **DEIA task force recommendations**
	+ **DEIA activities**
* **Members will consider how to proceed w DEIA recommendations-options**
	+ **Merge Diversity Advisory Committee w DEIA task force**
	+ **Stay as separate group and decide how to recommend/advance the goals-move to action**
* **Committee members to share Climate Survey draft with constituents and make comments in the file by Nov. 19th**
* **Daniel and team will review the notes and bring new draft to the group for second read at our next meeting November 2nd**