



People of Color Committee **September 18, 2020 | 1:00 – 2:00pm**

Notes

Attendees: Natalina Monteiro, Kelly Velasquez, Rocio Diaz, Hope Davis, Tracey Coleman, Robin Daniels

Absent: Mario Martinez, Thomas Carrasco, Francis Howard, Angela Williamson

Staff: Evan Hawkins, Lidia Stoian

1. DEI Work plan

FACCC board asked the POC committee to add more to the work plan document. Instead of listing how these strategies align with the *vision for success*, list how these strategies align with the FACCC POC Committee.

Committee filled out the last column of the document by checking to see how the POC Committee goals aligned with each strategy:

- Strategy: Design professional development workshops to increase knowledge and understanding of cultural fluency and diversity: POC Alignment: mentorship program and ensuring we have a conference specifically geared for faculty of color aligns with the first strategy on the document (*Social Justice Conference, Part-Time Faculty Symposium, Diversity Awards, Difficult Dialogues Training, etc.*)
- Help create a hiring structure system wide where pt faculty are considered for ft faculty positions first.
- Strategy: Provide campus wide cultural competency and implicit bias training: POC Alignment: create professional development that includes everyone, similar to Title IX.
- Strategy: Lobby legislators to increase resources for faculty diversification: POC Alignment: we want to increase faculty diversification.

2. FACCC Diversity, Enquiry and Inclusivity Statement

- The statement is too long.
 - It doesn't include any actionable items.
 - Edit the language and remove most of the beginning of the paragraph.
 - Add language about legislation to bring everyone together.
 - Connect to the hiring process.
- How is the FACCC board reflecting the diversity talked about in this statement?

3. What do you envision for this committee? What are our goals for the next six months?

- Workshops on diversity and inclusion.
- Blogs and articles in FACCCTS.
- Host a social meeting to get the committee's name out there.
- Collaborate with the membership committee.
- Create an opportunity for folks for a safe space.
- a meeting/event about how to get a job in the community college.
- Promote working at the community college.
- How to mentor workshops.

Next meeting: October 23rd, 1:00 – 2:00pm