

# 10.13.2020 LGBTQ+ Advocates

**Present:** Laura Adams, Peggy Campo, Brady Kerr, Mark Lewis, Cameron Young, Melanie Golbach, Myrna Palacios, Jan Muto, Jeff Warsinski, Marie Hicks, Gus

## 1. Roll Call/Sign-In

## 2. Action Items:

- a. Approval of Agenda
- b. Approval of Minutes - please review your sections from the recording transcript. Going forward, we will take notes and convert to minutes.

## 3. Agenda Discussion Items

### 3.1 Discussing SPGM & alignment (C. Young)

- Peggy & Cameron met with Kevin Fleming to clarify the purpose of the SPGM. Identifies committees that were in charge to report out for the areas we're connected to. Shared concerns about being isolated in only connecting to one objective. Suggestion to develop a tertiary column that lists other groups that contribute, though they aren't directly responsible for a particular objective.
- Unity Zone & Ally. Adding these to the SPGM was problematic in terms of its scope. A clear link to Guided Pathways is needed.
- Laura Adams: not all important committees need to align with the SPGM. EX: IRB. It serves an important function, but isn't linked to
- Peggy Campo: This is mostly about accountability to the strategic plan. Our purpose is much more important in terms of how we align to the mission of the college, which should be our focus. .
- Jan Muto: The most important thing for us to is to make sure we're serving our own mission. The institution isn't yet ready to integrate this committee/these issues into strategic planning.
- Jan Muto: is it appropriate for LGBTQ+ Advocates to take ownership of Ally? Currently, no one "owns" the program. The committee agrees that it makes sense for LGBTQ+ Advocates to add the ALLY program to our mission.
- Data – LGBTQ+ student data isn't accessible. It is being collected but isn't reported transparently. Concerns about data validity/reliability shut down the conversation. Jan will send link to dashboard. We need to push more on this issue.
- Link to NC Dashboard: <https://www.calpassplus.org/LaunchBoard/Student-Success-Metrics>

### 3.2 ALLY workshop offerings (C. Young)

- How to transition to online format?
- Fillable PDF forms for interaction -
  - EX: Genderbread Person
- Prism students would like to have trainings. Ideally we would have two this semester

- Melanie Golbach: interactivity is incredibly important, students see this as the most important part of the training
- Some content may not translate, but could potentially be substituted
- Melanie Golbach will check with UCR and other schools to see how they have transitioned to the online format. Contact Nancy Jean Tubbs.
- Marie Hicks: Can we hold trainings after 3pm so adjunct faculty can attend? Absolutely. We have much flexibility in the all online environment.
- **ALLY Subcommittee:** Jan Muto, Melanie Golbach, Brady Kerr (lead), Laura Adams
- J. Muto: Can we develop Part 2 and Part 3? Refresher versions of the course? We will explore these ideas going forward.
- Primary source for existing training materials: [www.thesafezoneproject.com](http://www.thesafezoneproject.com)

### 3.3 Update on Pride Index (J. Muto)

- [Campus Pride Index](#) is a national listing of LGBTQ-Friendly Colleges & Universities
- Colleges self-report their information, then are rated based on policies, programs, & practices
- Index can be placed on college website – a great way to increase the institution’s accountability and advertise our efforts. This may help us with legitimizing and getting the data we need to be effective.
- List of CCCs: <https://www.campusprideindex.org/searchresults/display/1024601>
- Last Spring: President said yes to participating. Pride Index now costs \$225 to join. Jan will follow up about getting funding.
- Brady Kerr: We also need a webpage that welcomes LGBTQ+ Students. We need a webpage for LGBTQ+ Advocates.
- Cameron previews created a Canvas shell that has pages for many of these functions (ALLY, Unity Zone, etc.) - a team is needed to help develop this
- Need for a button, badge, etc. - check with Marketing Committee & Lenny Riley
- Several online/web-based needs were identified in this discussion, including:
  - Canvas shell (Cameron Young, Peggy Campo)
  - Campus Pride Index (Jan Muto & Peggy Campo)
  - Main Welcome Page (hold off for now)
  - LGBTQ+ Advocate Faculty Committee Page (Laura Adams)
  - Button/badge visual mark for main webpage

### 3.4 Update on Curriculum (L. Adams)

- Two separate groups were working on creating an ADT for Social Justice Studies. One group emerged from an ethnic studies lens, while the other group emerged from the LGBTQ+ Advocates. We merged forces so work isn’t duplicated and to combine our efforts into a single problem.
- SJS ADT Work Group met 10/01/2020.
  - We reviewed the Transfer Model Curriculum (TMC). There is a pathway for transfer to CSU for an SJS degree.
  - We reviewed SJS degrees from several other California Community Colleges. We decided to model our program after [Skyline College](#). This was selected because of the dual emphasis on race/ethnicity and gender/sexuality.

- We want to start with courses we already have and then add/expand as we go.
- Subgroups were created to identify existing courses that would fit within the program's required areas
  - Required Core Courses (L. Nelson, & J. Cobb)
  - AREA 1: History or Government (D. Payan, A. Kramer)
  - AREA 2: Arts & Humanities (J. Muto, C. Young)
  - AREA 3: Social Science (A. Gray, A. Kramer)
  - AREA 4: Quantitative Reasoning & Research Methods (L. Adams)
- The group will work with counselors to make sure other transfer requirements are embedded within the ADT
- Next meeting for SJS ADT Work Group is 11/05/2020 1:00-2:30pm
- We should continue to be aware of the district centric push to create an ethnic studies discipline/program
- Jan Muto: Check out Ann Pfeiffle's email about ethnic studies
- Brady Kerr: could this (LGBTQ+ discussion/advocacy) happen at a district level? Most of it comes through Lorraine Jones. At RCC – invested in an LGBTQ+ counselor, and was overseen by a Dean. At MVC – Michael Schwartz runs ALLY and it is student centered.

### 3.5 Update on creating an “online” Unity Zone (C. Young)

- Embodied in Canvas shell. Cameron scanned materials and uploaded to the shell. PDFs are not accessible. District may be now taking this on. Contact Greg Ferrer.
- We no longer have staff or funding for the Unity Zone. :(
- Danae will hold off on crafting letter about online Unity zone so it can include links to the shell.
- Unity Zone website still lists Jan Muto as the primary contact – ask Daniela to change.
- Let's focus on creating it, then we'll keep fine tuning it. Let's get something in place for students, ASAP. Brady will create art work for flyer & site.
- The site should include a list of Allies
- Key Contacts: Committee Members – cards for each person

### 3.6 Processes of the Committee

- Agendas sent out Wednesday before the meeting
- We don't need to follow the Brown Act.
- Branding & Marketing: connect with local high schools, promote image as LGBTQ friendly college - check with Daniela McCarson as the overseeing Dean

### 3.7 Voting on Committee Chairs

- Jan moves to nominate Cameron & Peggy as co-chairs. Brady seconds.
- Unanimously approved

### 3.8 Community Learning Intrigue

- Tabled for next meeting

#### 4. Open Hearing/Good of the Order

- NEA LGBTQ+ Caucus Online Rainbow Series Webinars (Oct. 15) <https://neaglbtcampus.wufoo.com/forms/rainbow-series-webinar/>
- CCC LGBTQ+ Summit (registration Nov 2) <http://cccqsummit.blogspot.com/>
- LGBTQIA Fall Plenary Caucus (Nov. 6) <https://doodle.com/poll/44gs4mdrh5i2t6k9>

#### 5. Adjournment

NEXT MEETING: 11.10.2020 1:00-2:30

#### HOMEWORK:

1. Create an online Ally training - Brady Kerr, Jan Muto, Melanie Golbach, Laura Adams
2. Develop Canvas shell for online Unity Zone and other LGBTQ+ resources for students - Peggy Campo, Cameron Young
3. Create art for Unity Zone flyer (and branding/art for Canvas site?) - Brady Kerr
4. Campus Pride Index - Jan Muto, Peggy Campo
5. LGBTQ+ official committee website - Laura Adams
6. Contact Daniela McCarson about updating contact info for Unity Zone & Ally, outreach to local high schools, branding & marketing
7. Follow up on data issue (identify the data we do have, learn the limitations of existing data, articulate the data that are needed)
8. Set up a SharePoint or Teams site – Laura Adams