

NORCO COLLEGE

Legacy Committee Retreat

September 25, 2015 Minutes

9:00am-12:00pm

ST 107

Present: Gustavo Ocegüera (Co-Chair) Eric Betancourt (Co-Chair) Bernice Delgado, Elvira Abrica, Lisa Nelson, Ana-Marie Olaerts, Elise Rodriguez, Stanley Tyler, Patti Worsham, Zerneen Vakil, Damon Nance, Jesse Lopez, Peggy Campo, Joseph De Guzman, Elisa Chung.

Absent: Patricia Gill and Monica Green

I. Meeting began at 9:15am

II. Ice Breaker: An interactive ice breaker was done by using Kahoot to put together some questions on Culture Awareness.

III. a. Membership: Peggy Campo mentioned that committee needs to decide how many faculty should be on committee and Academic Senate will make sure we get faculty representation. Academic Senate wants to make sure there is balanced participation in all committees. The following is the current make-up of the committee, 5 faculty, 7 classified, 1 student and 3 administrators. The committee agreed to continue the same level of membership. Zerneen Vakil moved the motion to approve membership and Eric Betancourt second. Approved unanimously.

b. Tri-Chair policy: The committee agreed to continue a Tri-Chair system to mimic other committees. Tri-chairs will include a classified member, a faculty member, and an administrator. Stan Tyler was nominated to serve as faculty tri-chair. Tri-Chairs will be Gustavo Ocegüera, Eric Betancourt, and Stan Tyler.

IV. Committee name change: Lisa Nelson mentioned that when committee began they were thinking "Legacies" instead of Legacy. Zerneen mentioned that students have voiced that the word Legacy is not descriptive nor does it relate to Diversity. Gustavo will do some research on the name changing process with ISPC prior to our next meeting.

V. Committees Strategic Planning Responsibilities: The current plan extends to 2018. Highlights are goal #2: Improve quality of student life by decreasing the percentage of students who experience unfair treatment based on diversity related characteristics. As well as #7: Strengthen our commitment to our employees by increasing the percentage of employees who consider the college environment to be inclusive.

a. November 20th: 9am-1pm Damon mentioned that there will be a professional development training with Joy DeGruy since the Author will be here on 11/19/15 for Read to Succeed. Gustavo will work with PDC to

promote the workshop on 11/20/15. Flex credit will be provided, lunch was approved for this training.

VI. Legacy committee report Spring 2015: Main concerns are the need of a faculty tri-chair, lack of funding for events, and progress being made on action plans.

- a. Spring 2015 Carnival recap:** Lisa Nelson mentioned that T3P was in charge of the Spring Carnival in previous years but the responsibilities were taken over by ASNC. A big problem last year was that the Day of Inclusiveness replaced the Spring Carnival. Zermeen explained that ASNC does the budgeting prior to the year so there were changes in the budget last year. It was brought up many times during ICC meetings if students wanted to do the Spring Carnival but they lacked student representation. T3P and ASNC can work together on having Spring Carnival this year.
- b. Funds:** The Office of Grants & Student Equity Initiatives will collaborate with Legacy this year to co-sponsor event. The committee will have \$5,000 available for events. ASNC has also allocated \$2,000 for Day of Inclusiveness.
- c. Day of Inclusiveness:** Will take place in the Spring again, we will assign group members with topics like last year, Legacy will coordinate with ASNC to the date. The date will be set at the October meeting.
- d. Logo Contest:** Eric mentioned that last year there was only one submission and it was probably due to the complex rules and timeline. Question was brought up if Legacy needs a logo? Lisa Nelson said she could reach out to some contacts to get design ideas. We should consider providing a stipend to someone to design a new logo for the committee.

VII. Norco College homepage video: Zermeen will bring up to ICC to have interested club members create a 1 minute video that describes diversity on campus. Ana-Marie thinks it would be a great idea to get everyone involved in this contest. There will be \$100 allocated to the winning program/club. First ICC meeting is on 9/29/15, deadline to submit video to Zermeen or Bernice would be 11/13/15. Bernice will talk to Ruth Leal about video release forms. Committee may consider posting more than 1 video depending on content and quality.

VIII. Diversity Award Process: Eric will take the lead in creating a nomination process for a Diversity or Norco Equity award. District focused on faculty but it would be nice to open the award to faculty, staff, or students at Norco. Lisa Nelson said it would be nice to open it to any individual. Eric will look into criteria process, timeline, and nomination process.

IX. Announcements:

Dr. Parnell stopped by and welcomed everyone, he also mentioned the new \$2.6 million Title V grant that was awarded to Norco College. All of the work that is being done will

include/celebrate Diversity since it pertains to our students. He will be meeting with the Chancellor to discuss funds/budget.

Diversity Awareness Month: Posters will be placed throughout campus. Elvira had the idea of maybe posting pictures of students instead of images. Committee will consider options and maybe see what other colleges are doing to promote diversity. Lisa Nelson brought up the idea of hosting a “Black Lives Matter” event/talk. The committee liked the idea, but a skillful facilitator would be needed because of the sensitivity of the subject matter.

T3P is having a student panel on 10/22/15 during college hour.

X. Upcoming Meeting Dates: (4th Friday) 10:30am-12pm in ST 107

- October 23
- November (No meeting. Instead, committee member will attend November 20 flex day training).
- December 4
- January 22 (tentative)
- February 26
- March 25
- April 22
- May 27

Next Meeting: October 23rd, 10:30-12:00 (ST 107)
Meeting adjourned 12:00pm

Mission Statement:

Norco Legacy is a mindful group of colleagues that proudly represents the diverse Norco College community.

We listen and respond to the concerns and needs of our community.

We advocate and facilitate respectful interactions with an appreciation for diversity.

We build a culture of practices to promote inclusiveness, dialog, and harmony.

Please visit our committee page on the Norco College website:
<http://www.norcollege.edu/about/president/strategic-planning/Pages/Legacy-Committee.aspx>