

MCCCD DIVERSITY INFUSION PROGRAM



SEMINAR MINUTES Thursday, May 14, 2009

Members Attending: Kenneth Creech, Michael Little Crow, Felicia Durden, Elizabeth Foley, Holly Harper, Carrie Jones, Anne Kilstofte, Gary Lemons, Bonnie Loss, Randy Messersmith, Leila Palis, Jennifer Peterson, Felicia Ramirez, Geoff Reed, Jean Revie, Carlyn Sikes, Christopher Todd, Andrea Venner, Mary Gibbons, Tom Kirsch, Brenda Bouchier, Haley Lynn Martin, Jennifer Papworth, Christina Piazza, Silvia Sanchez, Kaveish Sewalia, Terry Mitich, Paul Grocoff, and Bonnie Gray.

Members Absent: Stacie Anfinson, Jazmyne Lyons, Lara Noss

I. WELCOME AND INTRODUCTIONS

- a. **Dr. Gray** welcomed new selected faculty, student interns, and faculty mentors to the Diversity Infusion Program.
- b. The Diversity Infusion Program Team was introduced: **Bonnie Gray, Paul Grocoff, Terry Mitich, and Mary Gibbons.**
- c. Congratulations to **Jennifer Peterson** on the birth of her new daughter **Riley Grace.**
- d. Information sheets were distributed and filled out – REMINDER: If you did not know your Employee ID # please e-mail it to Bonnie Gray if you have not already done so.
- e. Participants are required to send in a **picture** and **testimonial**, pictures can be sent in to Dr. Gray or taken at your college (please submit your picture as soon as possible). Testimonials are simply a couple of sentences regarding your experience in the Program (this can be done later). Both will be added to our website.
- f. Participants were asked to fill out a form to let us know about any awards or honors they have received. Please share if you receive any awards or recognitions in the future

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or are involved in events, have written a book, published an article, or anything of interest.

- g. **Ms. Sherree D’Amico with McGraw-Hill Higher Education** brought numerous textbooks for faculty. She spoke about the many changes occurring within textbooks and education. The results of a survey done by students showed that students want books that are more portable, contain pop culture, and have shorter chapters since they read in chunks. Sherree mentioned that traditional books will still be available but there will be many alternatives such as e-books and PRIMIS (where you can build your own book). Sherree can be reached at 1-800-338-3987 or sherree_damico@mcgraw-hill.com Dr. Gray stated that books from other disciplines can be used to help infuse diversity into a course. She provided an example of a math teacher realizing he could use a sociology book containing demographics to teach students math.

II. LEARNING ABOUT THE MCCC DIVERSITY INFUSION PROGRAM

- a. Dr. Gray began by emphasizing that this Program is a Safe Zone for discussions, questions, and intellectual debate. Feel free to ask any question – respectfully.
- b. The Resource Manual for the Diversity Infusion Program was distributed to faculty. This binder contains a wealth of information and should be utilized regularly.
- c. Dr. Gray showed a PowerPoint which included the definition of diversity, the infusion process, the Gray-Grocoff Model for Diversity Education, a description of the Program and how the Program works as a “Committee”.

III. DIVERSITY RESOURCES

- a. The Diversity Helpline: **Dr. Paul Grocoff (“Dr. Paul”)**
diversity.helpline@domail.maricopa.edu or (480) 731-8868
- b. Special Library Collection on Diversity and Diversity guides – housed at SCC
<http://www.sc.maricopa.edu/library/ResearchGuides/diversity.htm>
- c. Website: <http://www.dist.maricopa.edu/diversityinfusion>
- d. Faculty Mentors (connect with them through the Diversity Helpline)
- e. Fellow participants, Student Interns, and Student Mentors are also great resources.
- f. Program Assistant: Ms. Terry Mitich: terry.mitich@sccmail.maricopa.edu or (480) 423-6735.

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IV. ACCOUNTABILITY

- a. It is important to **attend all “Seminars”**, since there are only three per semester. These dates are given in advance and are a part of your Accountability to the Program (see future seminar dates listed below). Also, please **stay for the entire seminar**.
- b. It is imperative to **check and respond to e-mails regularly** since this is the only way we can communicate with you.
- c. Accountability contracts were distributed and signed. Copies were made and the originals will be returned to you at the next seminar on September 11. This contract includes all of your accountability requirements.
- d. **STIPENDS** – Dr. Gray will create an assignment each semester for you (as soon as she receives everyone’s Employee ID #). She will send you a personal e-mail letting you know that the assignment has been created. You should then receive an automated e-mail stating that you have an assignment pending. In order for you to receive your stipend you must complete the following: **For faculty who are at colleges other than SCC you will have to approve your contract from a computer ON YOUR COLLEGE CAMPUS.** The steps to complete this process are as follows: 1) Log into HRMS. 2) Click on “Worklists” on the left-hand menu and a drop down menu appears. 3) From the drop down menu choose “Worklists” again and you should see your contract. 4) Click on the contract’s link and scroll to the bottom where there is a button that says “Approve.” 5) Click on the “Approve” button and once it is done you can log out. **For SCC faculty** you can either approve the assignment from an SCC computer using the steps above or you can approve the contract from a computer off-campus (such as at home) but you will have to go through MY SCC **not** My Maricopa. This will be done each semester for a total of three times. The stipend will be distributed throughout your paychecks for the given semester so depending on when you approve it will determine how much you receive on each paycheck.

V. INFUSION DIVERSITY INTO YOUR COURSE

- a. Infusion Model – Dr. Gray explained the infusion model used in the Diversity Infusion Program and provided multiple examples of how faculty can infuse their courses. She emphasized the Program’s strong adherence to academic freedom and that faculty are free to choose whichever methods suit their courses, teaching styles, and students’ needs. Dr. Gray explained that she is providing them with a toolbox of skills and methods which they can pick and choose from for each class they teach depending on the many factors influencing teaching and learning.

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- b. Presentations of Previously Infused Courses by Faculty Mentors – The participants heard how different faculty have infused their courses in the past to help start them thinking about how they should infuse their own courses.
- c. Diversity Ice Breaker / Small Group Activity – A fun and easy diversity activity was done with the entire group to emphasize how diversity issues and concepts can be brought into the classroom. The activity is one that can easily be used by faculty in any discipline.
- d. Brainstorming Activity to help you get started – Each faculty mentor facilitated a small break-out group of new participants; going through a brainstorming activity to help them get started making plans to infuse their own courses.
- e. Where do I go from here? Research, mentors, and resources – Faculty were reminded of the many resources available to them as they develop their infused courses. Participants were able to watch several short videos that can be used in class to generate discussion about diversity topics.
- f. Questions, Comments, Suggestions, and Responses – All questions were addressed and no suggestions or comments were provided.

VI. PROPOSED FUTURE SEMINARS

Fall Semester, 2009: 2:00 – 5:00 pm (Students start at 12:45 pm)

Friday, September 11th – Peridot Room

Friday, October 9th – Peridot Room

Friday, November 13th – Peridot Room

Spring Semester, 2010: 2:00 – 5:00 pm (Students start at 12:45 pm)

Friday, February 5th – Peridot Room

Friday, March 26th – Peridot Room

Friday, April 16th – Peridot Room

Participants were asked if these dates look good for them and to let Dr. Gray know if they had any conflicts with these dates. No conflicts or issues have been raised; therefore, this schedule will be the one the Program will follow for the 2009-2010 academic year.

Respectfully Submitted,

Terry Mitich

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