Diversity Council Minutes
Monday, November 27, 2006

Committee Present: Lee Barrentine, Jeffrey Faust, Allen Gainer, Kathleen Hall, David Jones, Sherry Martin, Susan McBride, Latitia McCane, Maurice Moore, Marilyn Nicholson
Absent: Corine January, Cornelia Miller

The agenda for the college-wide Diversity professional development activity was corrected as follows: the correct timeframe is 8:00 – 11:00 a.m. A reminder e-mail will be sent out prior to December 13th.

The minutes from the previous meeting were approved as submitted. The College Council approved the Diversity Statement at its November 16th meeting.

Developing a diversity plan:
- Include an annual required diversity activity.
- Include several voluntary diversity awareness activities throughout the year.
- Consider identifying a diversity focus for certain months throughout the year.
  - Use a balanced approach.
  - Each month does not have to have a diversity focus.

The demographics were reviewed to identify the population served by the college, both in terms of the student body and the population in the surrounding areas.

Certain months have been designated by presidential (Federal) proclamation. Each month’s theme was discussed in detail to determine whether or not it should be included on the calendar.

**Proposed JDCC Diversity Calendar**

<table>
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<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
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<tr>
<td></td>
<td>African-American History Month</td>
<td>Women’s History Month</td>
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<td>Apr</td>
<td>May</td>
<td>June</td>
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<td>National Poetry Month &amp; Confederate History Month (with a special focus on Southern literature)</td>
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<td>July</td>
<td>Aug</td>
<td>Sep 15 – Oct 15</td>
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<td>National Inventors Month</td>
<td>Hispanic-Latino Heritage Month</td>
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<td>Oct</td>
<td>Nov</td>
<td>Dec</td>
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<td>Disability Employment Awareness Month</td>
<td>Native American Heritage Month</td>
<td>Universal Human Rights Month</td>
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• Jan – National Mentoring Month was discussed. Student Support Services has considered a mentoring program especially to help retain black males. The college can look toward establishing a mentoring program and then incorporate this particular celebration when the program is implemented. Further ideas regarding mentoring will be explored.

• Feb – African-American History Month. This is a well-established observance which should be continued. Several options were mentioned: inviting a guest speaker; sponsoring a choir. A question was brought up about the possibility of cancelling classes to get greater participation. As an alternative to cancelling classes, it was suggested that the student lunch break could be extended by taking 15-20 minutes off both the previous and following classes to allow for a longer break. Members mentioned holding the activity in the student center, making it interactive, and having refreshments (possibly free drinks, since the Deli is already well supported). Nice weather permitting, it could be held outside on the patio. Outdoor activities seem to have worked well in the past. If high school or other local students could be included it would be a good public relations opportunity for the college. Inviting Dr. Tonea Stewart or other national speakers was also mentioned as a possibility. It was pointed out that the committee does not really have much of a budget. Bringing in a national speaker would probably have to be planned for another year. The major issue at hand is appointing a hard-working team who will spearhead the initiative to ensure that everything is carefully planned and followed through to completion. Maurice Moore will plan the African-American History event. Vanessa Kyles was mentioned as a resource person to assist him. The event will take place in the student center.

• March – National Women’s History Month. In the past we created thematic bulletin boards around campus. The library also created thematic displays and a Women’s History web site which were announced via e-mail.

• April – April is Confederate History Month per annual gubernatorial proclamation. National Poetry Month and Confederate History Month will be combined with a special emphasis on Southern literature. The Warhawk Word, Lyrical Lounge, and the usual library promotions will be utilized. A “Book of the Month” idea was mentioned as another possibility - Jeffrey will do some research for the committee on Southern literature.

• May – BLANK - Graduation

• June – BLANK - Gay Lesbian Pride Month will have to be addressed in the future. Several possibilities were mentioned: having a faculty professional development activity to help raise awareness and create a classroom culture of acceptance/tolerance. Having this topic embedded into a best classroom practices program will probably be best. The issue is a divisive issue. Variance with deeply held religious beliefs was mentioned as one factor to consider. Another factor that must be considered is the fact that the college’s diversity statement includes a reference to sexual orientation.
• July – BLANK

• August – National Inventors Month

• September – To celebrate National Hispanic-Latino Heritage Month, it was suggested that a public relations drive be implemented to entice Hispanic/Latino students into the ESL and Adult Ed programs. Local Mexican-owned businesses could be targeted. A bilingual activity could be held on campus. Spanish language materials could be produced to promote the college and its programs. Another member suggested that the public relations campaign be started immediately to attract these students as soon as possible.

• October – National Disability Employment Awareness Month

• November – National Native American Heritage Month – The current recruiting efforts were mentioned specifically in terms of outreach to the Poarch Community. It was suggested that a dance/drum troop from Poarch be invited to campus to provide a performance for our students.

• December – Universal Human Rights Month – We could have an anonymous online method for renewing our personal commitment to the Universal Human Rights Pledge.

The committee will not meet in December other than its attendance at the college-wide Diversity professional development activity.

The possibility of having our meetings via telecommunications was requested. It was decided that this was probably not a good idea for the type of interaction which typifies our meetings.

The assignment for our next meeting is to read Chapter 6 and decide with the help of another committee member where we personally fit on the Diversity Adoption Curve.