CYPRESS COLLEGE
CAMPUS DIVERSITY COMMITTEE
(Revised November 2004)

ESTABLISHED:
November 2004

PURPOSE:

1. To promote an appreciation, recognition, and understanding throughout the campus of all aspects of diversity*, including culture and ethnicity, age, religion, ability/disability, gender, and sexual orientation
   a. To encourage and support faculty efforts to design and implement a curriculum that is responsive to diversity
   b. To support and facilitate activities and events** that relate to issues of diversity
   c. To assist in publicizing activities and events so that they are highly visible and accessible to all students
   d. To publish an annual calendar of campus activities and events related to diversity, with regular updates throughout the year as needed
   e. To support and encourage college-wide training on issues related to diversity

2. To promote international education throughout the campus
   a. To support faculty efforts to internationalize the curriculum
   b. To encourage faculty and students to participate in Study Abroad (one committee member serves as a liaison with the Study Abroad Program)
   c. To promote and support the International Student Program (one committee member serves as a liaison with the International Student Program)
   d. To support and facilitate activities and events that relate to international education

3. To encourage the hiring of a diverse faculty and staff
   a. To serve as a clearinghouse for general concerns (not a specific hiring process) regarding equal employment issues
   b. To provide a liaison with the District Equity and Diversity Committee
   c. To review the process of, and provide suggestions for, the recruitment of faculty and staff
   d. To assist in the retention of diverse faculty and staff
4. To ensure the college responds appropriately to issues of diversity and equity raised by various reports, such as the Student Equity Plan, campus climate surveys, and student satisfaction surveys
   a. To ensure that the appropriate individuals or programs are developing, implementing, and monitoring plans to address issues raised by these reports
   b. To review on a regular basis the progress the college is making on addressing these issues

Notes:
"When the word “diversity” is used in this document, it is understood to cover all aspects of diversity, including culture and ethnicity, age, religion, ability/disability, gender, and sexual orientation.

***"Activities and events" refers to workshops, speakers, forums, panels, training sessions, films, resources in the library, etc.

HISTORY:
The Campus Diversity Committee is a combination of the Center for Intercultural Understanding Committee, which was established in Spring 1998, and the Campus Diversity Committee, which was established in September 1979. The CIU Committee promoted diversity on campus and planned and coordinated multicultural events, as well as providing oversight to the Study Abroad and International Students programs. It replaced the Multicultural Studies Steering Committee, which was itself a combination of four committees: Multicultural Studies, Semester Abroad, Foreign Students, and Faculty Exchange. These four committees united to become one center in which to work together from all of “our” international perspectives. The earlier Campus Diversity Committee was established by the District Affirmative Action Plan in 1979 and was revised in 1982 and 2000. It focused on affirmative action (now called equal employment opportunity) issues.

MEETING DATES:
Once per month during the academic year

LOCATION OF MEETING:
Student Activities Conference Room

RECOMMENDATIONS SUBMITTED TO:
President’s Advisory Cabinet (PAC) and/or District Equity and Diversity Committee
COMPOSITION OF MEMBERSHIP:

-Faculty (6)
The faculty positions will be appointed by the Academic Senate from among faculty, including adjunct faculty, interested in the following:
- Study Abroad
- Black Studies Learning Community
- Ethnic Studies Program
- Library
- International Student Program
- Disabled Students Programs and Services (DSP&S)
- School of Continuing Education
- Faculty will be appointed to staggered three-year terms

-Management (4)
- International Student Program Manager
- DSPS Coordinator
- Management Position appointed by the President of Cypress College
- President of Cypress College or Designee, Chair

-CSEA Appointed (3)
- Two (2) CSEA members appointed by CSEA
- International Student Program Administrative Assistant

-Students (3)
- Three (3) students appointed by Associated Students, with one of the three being an Associated Students Senator or Officer

-Cypress College SCE Representative (1)