

Campus Diversity Training Program Set for 1994-1995

Steven Zerebecki
La Voz Staff Writer

De Anza College Political Science instructor Nicky González Yuen has secured funding from De Anza Associated Student Body (DASB) and the college for a Campus Diversity Training Project. In a recent vote, DASB budget committee allocated \$22,000 for the training. Approximately \$10,000 of college funds will also go to the project.

The project is scheduled for fall quarter, 1994, and winter and spring quarters, 1995. The training will be primarily for interested faculty. Students will also be invited, initially those with involvement in campus-wide clubs. The training will consist of bi-weekly training for students, a two-day off campus overnight session per quarter, and biweekly follow-up training sessions for faculty.

González Yuen, who earlier this year led a workshop directed at eliminating racism for DASB senators and officers, says the Campus Diversity Training Project is needed because "we don't know how to deal with the ways we are hurt by oppression; this (training) is a tool."

González Yuen elaborated: "We don't get to live up to our potential. If you are a woman, for example, you have to deal with sexism, such as sexual objectification and devalued intelligence. This detracts from relationships. We should create a human culture using human relationships that are liberating."

Re-evaluation counseling, a method of

"active listening," forms the theoretical foundation on which González Yuen's training programs are built. He describes the active listening approach a peer counseling where "the focus is on listening and what is in your way as a listener, the preoccupations by old hurtful experiences." The training, González Yuen asserts, "is not a project for people who don't want to pay attention to their personal emotions."

He also says this is not a project for those who don't think there is a problem with diversity on campus. In a yet to be published Campus Climate Survey by De Anza College, 30% of the faculty and staff surveyed perceived the climate as sexist, racist or homophobic.

González Yuen points to the "Euro-centric" view taught at De Anza College as a major problem. He adds that there is a disproportionately low number of faculty who are people of color compared to the student body. "If you are on a campus of predominately white instructors, you will be taught the dominant ideology which is influenced by racism," González Yuen insists. "There is a constant tension in people's relationships," he says, "that are slanted by racism on campus."

He goes on to say that students and faculty alike are ill-equipped to deal with diversity. "We mostly react out of fear," he says, "and we must train people to listen to each other and provide a theoretical model by which oppression operates." González Yuen contends that this project "looks at the process of change around diversity with simultaneous focus on the individual and the institutions."

Martha Kanter : reflections on De Anza's future

Melanie Henderson
La Voz Staff Writer

At the recent Strategic Planning meeting, De Anza's President Martha Kanter proposed some changes for The De Anza Community. Her paper is entitled, *Creating A Collective Consciousness: Some Thoughts About De Anza's Future*. The following are some highlights from her proposal.

Imagine the site De Anza currently occupies as it was thirty years ago. Over one hundred acres of lush California soil just waiting to be transformed into a factory for success. As the college became established, the percentage of students grew, sometimes wildly. Funded by local property taxes and state bonds, the college maturation was ready to accommodate future success. And it achieved its success by maintaining an exceptional record.

In order to maintain the level of success that De Anza has upheld in the past, changes must occur in the present value system at the college. To transform the old ways, to maintain a high level of achievement, and to continue to be successful, we must look to the future.

If De Anza could be reestablished with new ideals, what would they be? What are the most important elements for maintaining its success? Martha Kanter proposed three

scenario's that included important elements for change.

Let's start with Organization VS. Organism. To Kanter, the term "organism" is much more appealing. Giving a sense of togetherness, and capturing the spirit. "An organism is alive. An organism breathes and grows. An organism pulsates with life. Some organisms even have a heart. An organism is not bureaucratic."

With radical change, De Anza could be transformed into an organism instead of the cumbersome organization that sometimes makes it difficult to achieve our goals. How do we transform De Anza into an organism? "Incredible teaching and service energize every member of the De Anza community—students, faculty, staff, administrators and the community-at-large. (Note: the words "incredible teaching" come from John Swensson, President of the Academic Senate)."

We need to show each other and the students of the community just how successful De Anza can be. We all want to be a part of De Anza College! De Anza teachers and students show respect for each other, and enjoy and care about the future of the college.

Kanter's second scenario sees moderate change for De Anza. The divisions and departments would be eliminated, and replaced by learning communities. A great deal of collaboration would take place.

Each of the communities would share a common value system, and make decisions based on consensus.

The separate communities could not exist without each other. And by transforming the organization into a village of learning communities, it would improve the quality of what is accomplished.

The last scenario, "Status Quo," proposes gradual change, and a reaffirming that De Anza is already a great place to be. In support of this proposal, she offered suggestions for gradual change. "Our foundation is solid and we should prepare ourselves to make incremental, rather than wholesale changes in our values, purpose and structure because we really are the best."

The organization has many flaws, but steps are being taken to put better systems in place. "We are open and honest about our college and take our own criticisms to heart."

Gradually, with the collaboration of teachers and students, these ideals could emerge and result in greater success for all. The leadership of individuals could act as a strong resource in implementing these dreams for continued success.

Lastly, Kanter says, "I believe that listening carefully to our own voices and to the voices of our community will be central to our success."

Student Awards

Foothill-De Anza student writers win awards

Maria Blake and Barbara Campbell, both Foothill-De Anza students, have each won Second Place awards in the annual Student Literary Competition sponsored by the League for Innovation in the Community College.

Ms. Blake won for her short story "Painted Ladies in the Corn," selected by juror James McKinley, author of *Assassination in America and Acts of Love*. She will receive \$200.

Ms. Campbell won for her poem "Southern California Sestina," chosen by juror Donald Hall, winner of the 1991 Robert Frost Silver Medal from the Poetry Society of America. She also will receive \$200.

The League for Innovation is a consortium of 18 community college districts including 46 separate institutions throughout the U.S. and Canada. According to Sandy Acebo, Vice President for Instruction, "Foothill-De Anza is the ONLY district in the country to place in two events!"

BOTTOMFISH awards...

The *Bottomfish* prizes for best fiction, poetry, and photography will be announced at the annual *Bottomfish* awards party held this year on Wednesday, June 22, from 4 P.M. to 5 P.M. in the Student Council Chambers.

Prizes of \$100 (First), \$50 (Second), and \$25 (Third) will be awarded in each category to De Anza student writers. In addition, the winning pieces will be published in the *Bottomfish* student edition.

Bottomfish also publishes a national edition, which receives over 3000 submissions each year from poets and fiction writers from all over the United States. The *Bottomfish* staff, consisting of students in creative writing classes and other interested students, reads, critiques, and selects pieces for publication, usually 5 stories and 20 poems.

The magazine supports itself by selling hamburgers at flea markets under the auspices of *Bottomfish* Club.

Students interested in the literary magazine and learning about magazine production may enroll in English Writing 65.

OPINION

CC fee lobbying still very important

Joe Papaso
La Voz Staff Writer

A Foothill *Sentinel* headline last issue proclaimed community college fees are not likely to change next year while a *La Voz* headline erroneously suggested the opposite. The issue of fee hikes is in fact not yet resolved. Student lobbying pressure is neither useless nor unnecessary, but still important.

So, stay with the issue. Support holding the line on community college fees and eliminating differential fees and continue to let our legislators know how you feel, please!