

**Report to the Academic Senate from the Ad Hoc Diversity Committee (AHDC)
October 1, 2009**

OVERVIEW

The Academic Senate established the Ad Hoc Diversity Committee (AHDC) on May 22, 2008. ¹ The members of the AHDC were appointed in mid-October and we held our first formal meeting on October 27, 2008.

MEMBERSHIP

The members of the AHDC include:

	<u>Representing:</u>
Karen Brodsky	Library
Sharon Cabaniss	School of Science and Technology
Myron Jordan	Student representative (2008-2009)
Helen Kallenbach	School of Extended Education
Hee-Won Kang	School of Education ²
Barbara Lesch McCaffry	School of Arts and Humanities, Co-Chair
Derek Pierre	Student representative (2008-2009)
Sandra Shand	Student Services Professionals representative
Rashmi Singh	California Faculty Association (CFA) representative ³
Erma Jean Sims	California Faculty Association (CFA) ⁴
Elisa Vélasquez-Andrade	School of Social Sciences, Co-Chair
Merith Weisman	Staff representative
Vacant	School of Business and Economics

¹ <http://www.sonoma.edu/Senate/Resolutions/Ad-HocDiversityCom.html>

² Due to a scheduling conflict, Professor Kang was unable to participate during the Spring 2009 semester. Professor Erma Jean Sims served as her replacement as the School of Education representative during that semester.

³ During the Spring 2009 semester Professor Singh served as the CFA representative and she continued to serve on the committee through the Fall 2009 semester in light of her on-going involvement in the work of one of the sub-committees.

⁴ During the Spring 2009 semester Professor Sims served as the representative for the School of Education and Professor Rashmi Singh served as the CFA representative.

In addition, there were three ex-officio members:

Melinda Barnard	Faculty Affairs (FA)
Matthew Lopez-Phillips	Student Affairs and Enrollment Management (SAEM)
Joyce Suzuki	Employee Relations and Compliance (ERC)

We have also benefited from the involvement of Mack Olson (SAEM) and a student, Michael Grant, in several of our meetings and assistance with note taking by Aimee DeLeon of SAEM.

CURRENT STATUS

The AHDC completed its charge to hold open forums (one was held for students on November 19, 2008 and three additional sessions for the campus community were held on March 24, 25 and 26, 2009). A sub-committee, chaired by Professor Elisa Vélasquez-Andrade, analyzed the feedback we received at the March open forum sessions and prepared a preliminary immediate action plan report to the Senate at the end of May. A final report from that Open Forums sub-committee is attached.

The AHDC has two other subcommittees—one chaired by Professor Barbara Lesch McCaffry analyzing data on faculty and staff and one chaired by Professor Sharon Cabaniss analyzing data on students. Both of these sub-committees planned to analyze data from three distinct years (in five-year increments) to see areas of growth or those needing attention. Both groups have had significant challenges as data older than six years in both Student Affairs and Enrollment Management (SAEM) and Employee Relations and Compliance (ERC) were archived and then shredded per CSU mandate. In addition, we anticipated being able to access information on new hires, promotions, separations and salaries in the University's Affirmative Action Plan, as well as data relevant to faculty and staff with disabling conditions. Despite the collaboration of those from whom we have requested it, the data has been difficult to obtain. The student data sub-committee report is attached.

The faculty and staff data sub-committee had been assured that we would be receiving comparable data from ERC and Faculty Affairs by July 1st. However, the furlough issue had a significant impact on both of those offices. We received data from Faculty Affairs in early August and from ERC in late August and early September. Attached is a preliminary report from that sub-committee, all of whose members will be requesting permission from the Senate to continue to analyze the data we just received and to submit a final report to the Senate by the end of the Fall 2009 semester.

In addition, Sharon Cabaniss and Barbara Lesch McCaffry prepared a History of Diversity Programs with assistance from a wide range of current and former members of the SSU community. It was also sent in draft form to those who had provided comments, written sections or to whom these programs currently reported to ensure accuracy. As the report notes "the information contained in this report comes from a variety of sources and individuals and does not purport to be fully inclusive as we were unable to consult with the entire campus community, present and past. In addition, sometimes recollections of specific dates and names of programs may vary." An initial draft of that report is attached. We will post a link to this

report on both Senate-Talk and Stafflink list serves and request comments and additions from others whose voices we may not have heard and request feedback by 10/31/09 with a final History of Diversity Programs report being issued prior to the end of the Fall 2009 semester.

It should be noted that with the exception of this summary report, the three sub-committee reports and the Summary of Diversity Programs represent the views of those on the specific sub-committee or group preparing the report rather than those of the committee as a whole. This is consistent with the 5/21/09 "Resolution of the Senate to continue its Ad-Hoc Diversity Committee until October 1, 2009" which states that:

. . . the Senate recognize that the Ad Hoc Committee on Diversity has formed three subcommittees, which are at different stages of completion with respect to their different tasks. Accordingly, the Senate understands that the work of one subcommittee may be completed and presented to the Senate while the work of the other subcommittee is still in progress. The Senate will accept multiple reports (including recommendations) and discharge one subcommittee while the others continue to complete its charge under this resolution. The Senate will accept but does not require an overarching report from the committee as a whole.⁵

We have established a web page for the Ad Hoc Diversity Committee with assistance from Laurel Holmstrom that includes basic information about the committee's charge, as well as its agendas and minutes.⁶ Professor Sharon Cabaniss has served as our liaison and will facilitate the addition of other materials as we complete our charge. We will post each of our reports and all supporting documents.

The request to evaluate curriculum was deferred until the open forums were held and the results analyzed and the assessment of the data on faculty, staff, and students was completed. Although we did not have a subcommittee analyzing curriculum, there are several recommendations in the attached reports which merit further examination.

In addition to the areas included in our charge, the AHDC was involved in developing a Resolution Condemning Hate Crimes Against Members of the Campus Community that the Senate approved on October 30, 2008⁷ and developed a set of recommendations regarding the current Center for Culture, Gender, and Sexuality (CCGS) which were endorsed by the Student Affairs Committee and the Senate on May 7, 2009.⁸

⁵ <http://www.sonoma.edu/Senate/Resolutions/resAdHocDivcont.html>

⁶ <http://www.sonoma.edu/senate/adhocdiversity.html>

⁷ <http://www.sonoma.edu/Senate/Resolutions/ResVandalismF08.html>

⁸ <http://www.sonoma.edu/Senate/Resolutions/CCGSrecoms.html>

The co-Chairs of the AHDC met with the co-Chairs of the President's Diversity Council and the Chair of the CFA Affirmative Action Committee prior to the Town Hall Meeting on Diversity. We all participated in it on March 19, 2009.

The AHDC was due to complete its charge by the end of the Spring 2009 semester. However, at the request of its members, the Senate extended the charge until 10/1/09.⁹ The resolution notes that the "purpose of extending the life of the committee is to allow it to complete the work it has begun and to deliver its reports and recommendations to the Senate. The Senate explicitly does not expect the committee to take up any new initiatives, even if the result will be that some aspects of the original charge are unfulfilled."

RECOMMENDATIONS

While we have much to share with the Senate in fulfilling our charge and addressing critical diversity issues over the past year, we have not been able to accomplish all that the Senate charged us to accomplish. Specifically, since two of the sub-committees are just completing their reports and one is still analyzing data and submitting a preliminary report, we have not had time to review them as a committee of the whole and "report [our] findings to the Senate as part of a coherent, articulated Diversity assessment with prioritized recommendations for action" as was requested in the original Senate resolution which formed the Ad Hoc Diversity Committee.¹⁰ We appreciate that the 5/21/09 Resolution includes, "The Senate will accept but does not require an overarching report from the committee as a whole," and with this in mind, are submitting the enclosed reports.

There are some who feel strongly that an on-going sub-committee of the Senate charged with addressing issues related to diversity be formed to continue some of the work that has begun and also fulfill the charge related to the review of curriculum in terms of diversity. Such a committee might be jointly housed under the current Standing Committees for Student Affairs and Faculty Standards and Affairs or the Senate might want to have those committees review these reports and make recommendations. There are others on the committee who did not concur with this recommendation, in part because the language of the Senate's 5/21/09 extension includes, "the Senate explicitly does not expect the committee to take up any new initiatives, even if the result will be that some aspects of the original charge are unfulfilled."¹¹

Since there is not a clear consensus of the members as to what to recommend to the Senate, we ask the Senate to address this issue and also to ensure that attention to these issues does not diminish when the Ad Hoc Committee on Diversity completes its charge.

As noted earlier, we also are requesting that the charge of our committee be extended to the end of the Fall 2009 semester in order for two specific tasks to be completed: feedback from the campus resulting in a revision of the report on the History of Diversity Programs and a final report from the sub-committee on Faculty and Staff Data.

⁹ <http://www.sonoma.edu/Senate/Resolutions/resAdHocDivcont.html>

¹⁰ <http://www.sonoma.edu/Senate/Resolutions/Ad-HocDiversityCom.html>

¹¹ <http://www.sonoma.edu/Senate/Resolutions/resAdHocDivcont.html>