

## SSU DIVERSITY PROGRAMS—A PRELIMINARY REPORT & HISTORY

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The **Charge to the Ad Hoc Diversity Committee** states that “this committee will . . . engage in a comprehensive review of the history and current status of Diversity at SSU at all levels . . . .”<sup>1</sup> The following is a preliminary review of that history.

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. When available, the notes and e-mails sent to the Committee have been included in the attachments to this report.

We made every effort to reconfirm the data contained in this report with those who supplied it and those to whom the current programs report. Additions and corrections from current and former members of the campus community received prior to October 31 would be especially appreciated at which time the report will be finalized.

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Sonoma State University has had a long history of commitment to diversity and to faculty involvement in creating and supporting programs that enhance the recruitment, retention and graduation of a diverse student population and the recruitment, retention, and promotion of a diverse workforce. A number of programs were designed at SSU prior to federal, state or California State University (CSU) system-wide guidelines or requirements including the precursor of the **Educational Opportunity Program**, the **Learning Skills Services Program**, and the **Inter-Cultural Center (ICC)**. In addition, **National Women’s History Month** originated at SSU in 1978 as a result of the University’s initial **Women’s Studies** course offerings.

### STUDENTS

The interest in educational equity at SSU preceded the founding of the **Educational Opportunity Program (EOP)** in the CSU, a program designed to provide support to historically low-income, first-generation college students. Forty-two years ago an SSU faculty initiative led to the founding of the **Hidden Talent** program. Faculty and Student Services Professionals, including Jeanne L. Moore and Professor LaVell Holmes, came to the campus with expertise in working with underrepresented students. EOP celebrated its 40<sup>th</sup> anniversary in May 2009 with a special all-day schedule of activities.<sup>2</sup> During the 1967-68 academic year, another outgrowth of this faculty initiative was a federally funded program called **Multi-Cultural Services**. From its

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

<sup>2</sup> <http://www.ssualumni.org/s/937/index.aspx?sid=937&gid=1&pgid=252&cid=974&ecid=974&ciid=358&crd=0>

inception until 1980, when it was renamed **Learning Skills Services (LSS)**, its primary role was and continues to be providing academic support to low income **EOP** and other qualified students. Later **LSS** also began to provide support to students with disabilities.<sup>3</sup>

One of the initiatives that came out of **Multi-Cultural Services** was the **Inter-Cultural Center (ICC)**. Its goal was to provide leadership development and cultural pride for underrepresented students. The ICC was funded in its early days by the Student Union and “prior to 1994, EOP assigned one of its advisors half-time to serve as the Coordinator of the Intercultural Center. When Student Affairs was split into two distinct units in 1994, the ICC remained in Student Affairs and EOP was assigned to Student Academic Services. At that time, a full-time staff person was hired to coordinate the programs of the ICC.”<sup>4</sup> In addition, EOP was no longer able to provide funding for a designated **Student Affirmative Action** recruiter position in Admissions and Records whose responsibility was to assist in recruiting ethnically diverse students to SSU, many of whom were also eligible for EOP services. When the Director of the Intercultural Center (ICC), Darius Spearman, resigned in the summer of 2005, the focus of the ICC was reduced to supporting student club events; and it was merged into the newly formed **Center for Culture, Gender and Sexuality (CCGS)** a year later.

“In 1994, the separate EOP Services Program was merged to form Advising, Career and EOP Services, with staff from EOP and the other mentioned offices serving the entire undeclared population in order to increase student retention. The **EOP Outreach Program** to local high schools was moved to Student Outreach in the early 1990s. This program was recreated in the early 2000s and later eliminated because of funding cuts.”<sup>5</sup> In 1994 there were two Academic Advisors, three Career Advisors, four EOP Advisors, and one Test Officer. In addition there were five managers and 7.5 support staff. In 2009 there were five total EOP and Undeclared Advisors and one Career Advisor, hired in June, along with two managers and two support staff for all four programs.<sup>6</sup>

Another valuable program is the **Summer Bridge** program which “has been in existence for more than twenty years. Initially, it was an academic program. Incoming EOP students who needed remedial classes came to Bridge for 6 weeks, took classes in remedial Math and English, and also took a GE course which was taught by [Professor] LaVell Holmes in History. We currently receive exactly the same funding for Summer Bridge that we did 20 years ago. As housing costs, conference costs, and faculty salaries rose, we had to reduce Bridge to a 5 week program, then to a 3 week program, a 10 day program, and currently it is a 7 day program. We have moved from an emphasis on strengthening academic skills to helping students with the social and emotional transition from high school to college. The one main benefit with the change is that all of our incoming FTF [First Time Freshmen] now attend Bridge, rather than just those students needing remedial help. We created the **EOP Academy** to provide additional

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<sup>3</sup> Information based on various emails and in-person interviews with current and past EOP staff.

<sup>4</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>5</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>6</sup> 08/12/09 Email from Joyce Chong, Managing Director Advising, Career & EOP Services

academic support to our students during their first year at SSU.”<sup>7</sup> The “Objectives of the EOP Academy [are to] Increase academic success of EOP FTF[;] Increase both 1 year and 2 year EOP retention rates[; and] Increase overall EOP Freshman retention rate to be comparable to that of all SSU FTF.” The “EOP Academy Model” follows this schedule: “During Summer Bridge, 15-20 EOP FTF live together with two student Peer Mentors. They receive advising from their EOP Advisor, who becomes a mentor for them throughout their career at SSU. They attend a series of workshops dealing with subjects such as financial aid, academic expectations, finding a job, and balancing school with home. Each group forms a cohort that will take classes together in the Fall.”<sup>8</sup>

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SSU has a tradition of hosting special graduation celebrations for different groups. For example, the 27<sup>th</sup> annual **Raza graduation** celebration in 2009 for “students with Native American, Latino or Chicano heritage . . . . Many of the graduates participating in the La Raza ceremony are first-generation college grads, and this special celebration allows them to personally thank those who have gone out of their way to work with the students and help them achieve the goal of a college degree.”<sup>9</sup> SSU also hosted the sixteenth **Black graduation** celebration in 2009 providing “an opportunity for the University to acknowledge the achievements of African-American students and the students to thank their families, friends, faculty and mentors.”<sup>10</sup> In addition, SSU celebrates several heritage months including Raza/Native American Month from mid-September to mid-October followed by Unity Through Diversity Month until mid-November, Black History Month in February, and Asian & Pacific Islander Awareness Month in April. Since the 1990s Unity Through Diversity has been celebrated from mid-October to mid-November.<sup>11</sup>

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In the 1990s, the **Ad Hoc Committee on Equity Recruitment** was formed. Chuck Rhodes chaired it from 1998 to 1999. Since then Rhodes has attended several national conferences on recruitment and retention of students of color and has helped develop “extensive recruiting of students of color for Sonoma State University; developing our partnership programs in Los Angeles.”<sup>12</sup> Another important outreach program is the “**Migrant Education Advisor Program, or MEAP**, [which] is a collaborative advising program between the Office of Migrant Education, the Master’s in Counseling Program at Sonoma State University, and participating school districts.”<sup>13</sup> The program has been operating since the 1996-97 academic year.<sup>14</sup>

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<sup>7</sup> 05/12/09 Email from Bruce Peterson, Associate Director of EOP

<sup>8</sup> “THE E.O.P. ACADEMY” from Bruce Petersen, Associate Director of EOP

<sup>9</sup> <http://www.sonoma.edu/uaffairs/commencement/otherActivity>

<sup>10</sup> <http://www.sonoma.edu/uaffairs/commencement/otherActivity>

<sup>11</sup> “Banner Hanging Schedule 2008-09” from Susan Kashack, 04/10/09

<sup>12</sup> Chuck Rhodes’ response to Senate Ad Hoc Diversity Committee Report on Students

<sup>13</sup> <http://www.sonoma.edu/counseling/MEAP.pdf>

<sup>14</sup> 09/16/09 Email from Giselle Perry, College Coordinator, Migrant Education Advisor Program (MEAP)

[\*\*\*perhaps a brief history of SSU Precollege Programs could be included here\*\*\*]

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In its first 20 years, SSU had a significant returning adult population and a vibrant **Re-Entry Program** was created which served non-traditional age students, especially those transferring to SSU from local area community colleges. In 1975 SSU students started a support group for women re-entry students.<sup>15</sup> Dr. Tak Richards, coordinated the Re-Entry Program from [\*\*\*need date\*\*\*] to [\*\*\*need date\*\*\*]. “Upon the retirement of Dr. Richards, this program was assigned to other staff members within ESAS (Enrollment and Student Academic Services).”<sup>16</sup> Eventually the program was discontinued, and this contributed to a decline in potential students who would benefit from the **Faculty Evaluated Prior Learning Program** that is now on the books as a self-support program in Extended Education.<sup>17</sup> “In the first twenty years of the University’s existence, reentry students were 40-50% or higher of the Universities [sic] enrollment. In order to stabilize the University’s uneven enrollment, a decision was made to increase the number of traditional-aged college students. By [that] time, the Reentry Program as a distinct program was closed; the percentage of reentry age students had declined to less than 20%.”<sup>18</sup>

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SSU has a long history of support for women’s issues, and the first **Women’s Studies** courses were offered in 1971–72. The Women’s Studies minor was approved in 1978, and the professionally staffed **Women’s Resource Center (WRC)** opened in 1987.<sup>19</sup> Prior to that the WRC had been student run. The WRC was instrumental in coordinating Women’s History Month in March, as well as many other activities. When the Director of the Women’s Resource Center (WRC), Kris Montgomery, retired in the summer of 2005, the focus of the WRC was reduced to supporting student club events; and it was also merged into the CCGS the next year.

In the 1990s individuals from the Women’s Center obtained a grant to support a **Women and Science** program in the School of Natural Science (now Science and Technology), and Christina Ritchie-Gray served two or three years as the Coordinator. Prior to that, the Dean of Natural Sciences, Don Farish, supported Prof. Jean Bee Chan and then Prof. Sharon L. Cabaniss as Northern California coordinators of the Mathematics Association of America (MAA) **Women in Mathematics Program**, which sent speakers to high schools throughout the region. The School also supported the launching of the **Expanding Your Horizons (EYH)** conferences in 1993 at SSU where the first two conferences were held. Subsequent conferences alternated between SSU and Santa Rosa Junior College. The purpose of EYH is to encourage girls and young

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<sup>15</sup> <http://www.spflrc.org/~walker/sonomawomen/timeline.php>

<sup>16</sup> 5/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>17</sup> Information is based on email and in-person interviews with various participants.

<sup>18</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>19</sup> <http://www.spflrc.org/~walker/sonomawomen/timeline.php>

women to take more math and science in school in order to broaden their educational and career choices. At the time of this writing the conference continues to be held.<sup>20</sup> In 1994 the SSU chapter of the national **Women in Computer Science (WICS)** was founded “to recruit and retain female Computer Scientists.”<sup>21</sup> In 2009 SSU became one of 13 groups, two in California, to obtain a **METEOR** grant “to support projects that will help high school girls gain higher proficiency in math and science.”<sup>22</sup> The award of \$190,000 was obtained through the efforts of many people and coordinated by Susan Wandling in SAEM.<sup>23</sup>

SSU has an Athletics program which included eight women’s teams in 2009.<sup>24</sup> In 1993 the California State University system entered into the “CSU/Cal-NOW Consent Decree Regarding Equal Opportunity in Athletics for Women Students”<sup>25</sup> to provide equal opportunities for women athletes and to comply with Title IX. Since 1998, when enforcement began, SSU has reported on its compliance. Data shows that in 2006-07 the department “fell short of being compliant with the operating budget” and in 2007-08 it additionally “fell short on scholarships . . . . During the 2008-09 reporting period we met all three components.”<sup>26</sup> In 2007 a former softball coach Chris Elze won a gender discrimination suit against SSU and was awarded \$229,000.<sup>27</sup>

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“In the 1980s and early 1990s, the nation and Sonoma County was ravaged by AIDS/HIV. Sonoma State was not spared from this epidemic. While not a gay disease, during those early years it was gay and bisexual men [who] were most likely to become infected and die, often within a short time. The University responded by creating an **AIDS [Coordinating] Committee**, in 1987 composed of faculty, staff, administrators, students and community members. This committee not only was engaged in planning the response, but did presentations in classes, the Residential Community and student groups. Pre- and post tests were given to determine [what] students had learned. Condoms became more readily available throughout the University, with Residential Life giving out tens of thousands during educational and social programming.”<sup>28</sup> In 1989, Barbara Lesch McCaffry “created the **Faculty Sub-Committee on AIDS** which included the reps on the committee from each of the schools (and Anthony Tusler and Ron Logsdon). This was a pro-active committee that attempted to respond to faculty needs and concerns and was active from 1989-1995.”<sup>29</sup>

“Several major forums were held with Dr. Richard Keeling, the nation’s top expert on college student health[,] visiting SSU at least twice. Cleave Jones[,] founder of the Names AIDS Project

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<sup>20</sup> Information is based on email and in-person interviews with various participants.

<sup>21</sup> 05/21/09 Email from Tia Watts, Professor, Computer Science Department

<sup>22</sup> <http://www.ed.gov/news/pressreleases/2009/06/06232009.html>

<sup>23</sup> 07/19/09 Email from Susan Wandling, Director, Early Outreach Programs

<sup>24</sup> <http://sonomaseawolves.com/>

<sup>25</sup> <http://www.calstate.edu/calnow/intro.shtml>

<sup>26</sup> 09/24/09 Email from Yvonne Burbank, Associate Athletic Director

<sup>27</sup> <http://www.pressdemocrat.com/article/20070612/NEWS/70612014>

<sup>28</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>29</sup> 09/07/09 Email from Prof. Barbara Lesch McCaffry, Co-Chair Senate Ad Hoc Diversity Committee

Quilt[,] also visited the campus. For about five years, an **AIDS Memorial** was held on campus. Chuck Rhodes designed[,] and student Angie Schell completed the work on a panel to remember members of the SSU Community who had died of the disease. The panel was dedicated during a quilt display in Sonoma County. The University lost several members of the campus community to this disease; most notably Dr. Jeffrey Douth, founding Dean of the School of Business and Economics and Ron Logsdon, long time staff member in the Career Center[.]. During the budget crisis of the 1990' s, the efforts of this committee declined.”<sup>30</sup> It was “folded into a campus-wide presidentially appointed Committee on Wellness and Health Promotion. This committee was disbanded [in 2005-2006]. . . . The **SHC [Student Health Center]** does keep HIV/AIDS issues at the forefront of our many health education and outreach efforts . . . especially focused around the week of **World AIDS Day** in December.”<sup>31</sup>

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“The first gay and lesbian student group at Sonoma State College [was] founded in the early years of the institution. The group was reactivated as a result of the actions of two faculty members in the Nursing Department, Jan Hitchcock and Sue Berg. . . [who wanted to support] the large number of gay, lesbian, and bisexual students who were registered nurses and who had returned to college to get a Bachelor of Science degree in Sonoma’s two-year program. The student group has been continuous since the late 1970s.”<sup>32</sup> Mirroring society's greater awareness of sexual orientation issues, these groups have become more inclusive in scope over the years. For example, the group in the 1980s was called the **Gay Lesbian Alliance of Sonoma State (GLASS)**.<sup>33</sup> “In the early 2000s, the University with support from the student group has recruited prospective students at several gay themed events . . . . In the late 1980s the Office of Residential Life was one of the first two programs in the country to advertise for gay, lesbian, and bisexual professional live-in staff. There has been at least one identified GLBT[Q] professional live-in staff since 1997.”<sup>34</sup> There is also a strong faculty presence at SSU from the GLBTQ community. “In the early 2000s, the University with support from the [GLBTQ] student group has recruited prospective students at several gay themed events. Beginning in 2005, through funding from the Division of Administration and Finance, the group has marched annually in the San Francisco Gay and Lesbian Parade. When CCGS was created, providing support for gay student programming was included in its mission.”<sup>35</sup>

Currently there is a **Queer-Straight Alliance** whose goal is “to provide a supportive atmosphere for queer identified students, faculty, staff, and their allies, as well as to increase awareness and visibility of the queer community and their allies on Sonoma State campus.”<sup>36</sup> In the Fall the

<sup>30</sup> 08/26/09 Email from Chuck Rhodes, Assistant Vice President, SAEM

<sup>31</sup> 09/16/09 Email from Dr. Georgia Schwartz, Director SSU Student Health Center

<sup>32</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>33</sup> 05/12/09 Email from Rick Luttmann, Professor Mathematics Department and 07/26/09 Email from Robert Plantz, Emeritus Professor of Computer Science

<sup>34</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>35</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>36</sup> <https://secureapp.netclubmgr.com/ICS/CM/V2/Student/Club.aspx?uid=snmstu&ClubId=5368>

University celebrates **Coming Out Day**. In 2009 the second annual **Rainbow Graduation Celebration** was held. It provides “a time for the queer, gay, lesbian, bisexual, transgender, two-spirit, intersex, questioning, same-gender-loving people and their friends, family, and allies of Sonoma State University to come together to celebrate the accomplishments of the last year and to recognize those moving on to the next fabulous chapter in their lives. The aim is a graduation that honors and celebrates all of who you are.”<sup>37</sup>

In 2001 a **Safe Zone** program was initiated by Terilyn Bench, Laurel Holmstrom, Kris Montgomery, and Richard Rodriguez. Its mission was “to develop and maintain a network of informed faculty, staff and students who will be visibly supportive of students, staff and faculty who identify as gay, lesbian, bisexual, transgender or questioning [GLBTQ]; who will work to support the SSU policy of non-discrimination based on sexual orientation; and who will foster a campus climate where, regardless of sexual orientation, anyone may feel safe, supported, respected and affirmed.”<sup>38</sup> In the first three years more than 450 people signed up as “Zone Allies,” and Provost Bernie Goldstein helped with some funds to cover materials.<sup>39</sup> Out of this effort, many students began to discuss the desirability of having a GLBTQ center on campus, but found no support from the Student Union. In its May 2006 resolution opposing the dissolution of the ICC and WRC (see Resolution Regarding New “Center for Gender and Cultures”) the Senate included a request that “senior campus administration . . . identify funds to support a position for the provision of GLBTQ Programs/ Services equal in status to those of the supporting gender and multicultural programs/services.”<sup>40</sup> However, the newly established CCGS was never fully staffed to cover service to all three major student groups.<sup>41</sup> The CCGS took over the Safe Zone program; however, it received no attention. The stickers and pledge were revived in Fall, 2008 when faculty started reporting that Zone stickers were torn from their doors. However, the training component in the Residential Community and the coordination were no longer staffed. The Academic Senate passed a resolution drafted by the Ad Hoc Diversity Committee and Senate leadership condemning these attacks.<sup>42</sup>

The Academic Senate has taken positions in support of nondiscrimination against GLBTQ students and faculty by also passing resolutions in 1998 against military recruiters on campus because of the military’s discriminatory policy “against gay and lesbian persons.”<sup>43</sup> This was reaffirmed in 2007 with a resolution against military sponsorship of SSU Athletics in order to “reaffirm those principles outlined in the University policy on non discrimination.”<sup>44</sup> The Senate also passed a resolution against campus blood drives because the drives discrimination against gay men which is in violation of the University Non-Discrimination Policy.<sup>45</sup> That policy, dating back to 1996, can be found at <http://www.sonoma.edu/uaffairs/policies/non-discrimination.htm>.

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<sup>37</sup> <http://www.sonoma.edu/uaffairs/commencement/otherActivity>

<sup>38</sup> <http://www.sonoma.edu/safezone/>

<sup>39</sup> 05/12/09 Email from Laurel Holstrom, Academic Senate Analyst

<sup>40</sup> <http://www.sonoma.edu/Senate/Resolutions/ResGenderCulture.html>.

<sup>41</sup> Information is based on email and in-person interviews with various participants.

<sup>42</sup> <http://www.sonoma.edu/Senate/Resolutions/ResVandalismF08.html>

<sup>43</sup> <http://www.sonoma.edu/Senate/Resolutions/militaryrecruit.html>

<sup>44</sup> <http://www.sonoma.edu/Senate/Resolutions/ReaffirmNonDisc.html>

<sup>45</sup> <http://www.sonoma.edu/Senate/Resolutions/BloodBanks.html>

There have been services for support to students with disabling conditions since the early 1970s. The office of **Disabled Student Services** was established in [\*\*date\*\*\*], and in [\*\*date\*\*] it was renamed the office of **Disability Services for Students**. In 1994 the Disabled Student Services Advisory Committee and the Academic Senate approved a University Policy “Disability Access for Students.” This was then updated and signed by the President in May, 2005. It states “Sonoma State University is committed to providing an inclusive environment, which is responsive to the needs of all students. To ensure this inclusion, appropriate accommodations are provided to students and prospective students who have self-identified with verified disabilities and who require these accommodations in order to enjoy access to university programs, services, or activities for which the individuals are otherwise qualified . . . . The University’s goal is to provide an equivalent academic experience and learning opportunity, not to guarantee the success of the student’s education or career.”<sup>46</sup>

According to their website, “Disability Services for Students (DSS) assures students with disabilities equitable opportunities for higher education. DSS provides specific academic-related accommodations such as disability management advising, note takers, alternate media, assistive technology, and other reasonable accommodations. DSS also coordinates various workshops and events that provide information and raise awareness of disability-related topics.”<sup>47</sup> In the Spring of 2009, DSS sponsored the first **Disability Awareness Week** to foster a broader understanding of disability as part of the University’s diversity discussions. Recently SSU founded the 32nd chapter of Delta Alpha Pi-International Honor Society, which presents an opportunity to recognize students with disabilities for their academic achievements.<sup>48</sup>

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As was mentioned previously, “in 1994, the Division of Student Affairs was split into two divisions: Student Affairs and Student Academic Services (later Enrollment and Student Academic Services). Among the changes was the creation of the Advising, Career and EOP Offices [which] was formed by combining the three mentioned programs. One of the charges given to the Student Affairs Division by President Armiñana was student diversity. Lanette Brown, who had been Director of Pre-College Programs[,] was promoted to the position of Assistant Vice-President for Student Affairs—Educational Equity. When she resigned [\*\*\*year?\*\*\*], the position was given different responsibilities. With her resignation the campus-wide **Educational Equity Advisory Committee** was eliminated campus-wide. That committee had been charged with assessing barriers and success in terms of recruiting, retaining and graduating students from underrepresented groups. An ad hoc committee in SAS [Student Academic Services] under the chair of Chuck Rhodes completed a report on the recruitment, retention and graduation of underrepresented ethnic minority students. Members of the Educational Equity Advisory Committee participated in the ad hoc committee which endorsed the report [in \*\*\*year?\*\*\*].”<sup>49</sup> Since then, there have been no other activities in this area.

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<sup>46</sup> <http://www.sonoma.edu/uaffairs/policies/disabilitypolicy.htm>

<sup>47</sup> <http://www.sonoma.edu/dss/>

<sup>48</sup> <http://www.sonoma.edu/dss/>

<sup>49</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

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“With the retirement of the **Coordinator for Veteran’s Office** [in \*\*\*year?\*\*\*], that position was eliminated. At the time of Sonoma State[’s] founding there had been a number of veterans enrolled. [From] the time of Al Fortin’s retirement, the number of Vietnam-era veterans had declined sharply. The advising responsibilities were given to the evaluators in Admissions and Records, of which the veterans’ program had been a part.”<sup>50</sup> In 2005 there was “one work study student working 10 hours a week or less” on Veteran Affairs. However, in 2009 there were “two staff devoting significant time, plus one VA specific work study student at 15 hours per week.”<sup>51</sup>

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As mentioned previously, the ICC and the WRC were merged into the **Center for Culture, Gender and Sexuality (CCGS)** in 2006. Additionally, “[w]hen CCGS was created, providing support for gay student programming was included in its mission.”<sup>52</sup> Thus the new CCGS director was responsible for three different areas, two of which previously had their own directors. In May of that year the Academic Senate passed a resolution opposing the dissolution of the ICC and WRC (see Resolution Regarding New “Center for Gender and Cultures”).<sup>53</sup>

Montgomery had also been the designated **Sexual Assault Education Coordinator**, and the campus has not had a designated person since then. The result has been an absence of comprehensive support for students experiencing sexual violence either on or off campus. Other than Police Services, there is no designated person to provide guidance or support on campus except counselors working in **Counseling and Psychological Services** during normal working hours Monday-Friday. The reason only this office has been handling these cases is that the CSU Office of General Counsel notes concerns about the confidential nature of some of these reports. However, in Fall 2009 that office was four short of the national standard<sup>54</sup> and there is no confirmation that all of the counselors have had specific rape crisis training.<sup>55</sup>

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During the initial two years of the **CCGS**, there were concerns raised about the level of support available for events being planned by a range of student clubs and, in particular, the heritage months celebrations with only one paid staff person in the CCGS. This has been even more the case since the Fall of 2008, when the CCGS Director, Bonnie Sugiyama, resigned. Since her departure there has been no designated person responsible for coordinating Unity Through Diversity Week, Black History Month, Women’s History Month, Asian Awareness Month and

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<sup>50</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>51</sup> SSU Veterans Overview, Sept. 2009, from Sean Johnson, SAEM

<sup>52</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>53</sup> <http://www.sonoma.edu/Senate/Resolutions/ResGenderCulture.html>

<sup>54</sup> Reported by Student Affairs Committee liaison to Athletic Advisory Council on Sept. 10, 2009.

<sup>55</sup> 09/13/09 Email from Barbara Lesch McCaffry, former Director of Affirmative Action.

Raza/Native American Month, and inconsistent support for these campus-based and student-centered programs (all previously responsibilities of the WRC and ICC and then the CCGS). There has also been very limited administrative support provided to the student interns who traditionally work in the Center. At the beginning of the Fall 2008, the Center was reassigned with other Student Union programs from SAEM to the Division of Administration and Finance (A&F), but there has not yet been a search for a new Director.<sup>56</sup> In May 2009 the Senate unanimously passed a resolution supporting the return of the Center to SAEM and the immediate hiring of a new Director.<sup>57</sup> As of this writing, funding for the Center and a director are still not forthcoming. However, in Fall 2009 the Center was returned to SAEM which is charged \$30,000 rent for its offices in the Student Union, the only allocation provided for the Center when it was reassigned to back SAEM.<sup>58</sup> No funding was provided for staffing, students interns or programming. However,-SAEM has re-assigned one staff person to work in the Center 50% of his time and he currently is coordinating a number of unpaid student interns.

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There are many other programs on campus that currently support diversity efforts. The **Lewis Stokes Alliance for Minority Participation (LSAMP)** is coordinated by Mathematics Prof. Sam Brannen and was just renewed for another five years with the support of the Provost's office.<sup>59</sup> It was started as the **Alliance for Minority Participation** in 1993 by Mathematics instructor Mary Anne Sobieraj with support from then Vice President of Academic Affairs Don Farish. Sobieraj also helped the Mathematics Department establish workshops modeled on those developed by Uri Treisman at UC Berkeley to encourage ethnic minority students to succeed in mathematics courses.<sup>60</sup>

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A new **Mathematics Engineering Science Achievement (MESA)** program was launched in the Fall of 2009 in the School of Science and Technology coordinated by Prof. Lynn Stauffer. "SSU MESA works to enrich the learning environment for educationally disadvantaged students so that upon graduation these students can enter STEM-related professions."<sup>61</sup> However, that program is having difficulties obtaining SSU financial support in order to continue for the 2009-10 academic year. The **McNair Scholarship Program** was initiated in SAEM in 2007 and has helped several SSU students with scholarships. "Eligible students must fall into at least one of the two following categories; low-income and first-generation OR belong to an ethnic minority group underrepresented in American Graduate Schools (African-American, Hispanic, American Indian/Alaskan Native)."<sup>62</sup>

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<sup>56</sup> Information is based on email and in-person interviews with various participants.

<sup>57</sup> <http://www.sonoma.edu/Senate/Resolutions/CCGSrecoms.html>

<sup>58</sup> Information is based on email and in-person interviews with various participants.

<sup>59</sup> May 2009 Email from Sam Brannen, Professor, Mathematics Department

<sup>60</sup> [http://www.sonoma.edu/pubs/nb/2007/05\\_18/retirement.shtml](http://www.sonoma.edu/pubs/nb/2007/05_18/retirement.shtml)

<sup>61</sup> <http://mesa.sonoma.edu/>

<sup>62</sup> [http://www.sonoma.edu/pubs/NB/2007/11\\_02/faculty.shtml](http://www.sonoma.edu/pubs/NB/2007/11_02/faculty.shtml)

Other programs have been changed or eliminated. For example, the focus of the **Teacher Diversity Program** was shifted from recruiting underrepresented students into teaching careers to focus on Mathematics and Science teachers; and **Project Quest**, which worked with potential transfer students interested in careers in teaching in ethnically diverse Vallejo, was eliminated.<sup>63</sup>

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“In the late 1980s, the Office of Residential Life began providing in-depth diversity training for its student staff, leaders and professional staff. The Office utilized nationally known experts to train its staff in order to provide an inclusive environment for the residents. This program has been expanded to include faculty and peer mentors that work with the EMT [Educational Mentoring Team] program.”<sup>64</sup> From the mid-1990s through 2000, the Affirmative Action Office also developed and provided non-discrimination and sexual harassment training to managers, faculty, staff and students.<sup>65</sup>

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In 1984 the **Campus Climate Committee (CCC)** was created to report to the President and was administered by Academic Affairs. The Committee’s charge was “to assess the general climate of the University and to make recommendations to the President regarding actions the University might take to maintain and improve a positive campus climate . . . . To serve the University in the role of fact finding and conflict resolution in relation to specific campus incidents which threaten a positive campus climate. . . . Ensure that there is continuity from existing members and fresh input from new participants each year.”<sup>66</sup> It produced an important analytical and statistical document, “Campus Climate Toward Diversity 1998 – 2007 Trend Analysis” which compared data from the Campus Climate Survey for four points in time: 1998, 2001, 2004, and 2007.<sup>67</sup> That report showed significant concerns regarding the perceived campus climate toward several different groups, especially GLBTQ students.

The Campus Climate Committee was discontinued in the Fall of 2008 when the **President’s Diversity Council (PDC)** was formed. It “is charged with promoting diversity in three major areas: outreach, recruitment, and retention of diverse students, faculty, and staff; diversity in the curriculum; [and] promotion of civility and multicultural competence in the campus community. In order to advance this agenda, the Council will be responsible for developing a Diversity Strategic Plan for Sonoma State University.”<sup>68</sup> In its first year the PDC was co-chaired by Provost Eduardo Ochoa and the 2008-2009 Chair of the Academic Senate, Scott Miller.

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<sup>63</sup> Information is based on email and in-person interviews with various participants.

<sup>64</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and “Revisions to Ad Hoc Document on Diversity Programs”

<sup>65</sup> Personal interview with Barbara Lesch McCaffry, former SSU Director of Affirmative Action

<sup>66</sup> Dec. 16, 1999, Memorandum from Provost Bernie Goldstein

<sup>67</sup> [https://www.sonoma.edu/aa/ir/annual\\_reports/2006-2007/CampusClimateTowardDiversityTrends2007.doc](https://www.sonoma.edu/aa/ir/annual_reports/2006-2007/CampusClimateTowardDiversityTrends2007.doc)

<sup>68</sup> <http://www.sonoma.edu/diversity/pdc/>

At the beginning of the Spring 2009 semester, the Senate's annual faculty retreat focused on diversity, and the PCD coordinated a Diversity Retreat in the middle of the Spring 2009 semester for the entire campus community.

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Previously, Chuck Rhodes "initiated [a] conversation with the President and with the Provost [Bernie Goldstein] about the need for a diversity retreat" which was held in Spring 2001. "Two outcomes of that retreat were the Diversity Vision Statement and the creation of a Diversity Council."<sup>69</sup> After the Vision Statement was adopted, the Diversity Council was dissolved. "For about a year after the retreat, [Provost Goldstein] hired Juan Lopez, a noted consultant [,] to work with him and [to assist] the Diversity Council to move forward. That ended when [Provost Goldstein] retired."<sup>70</sup>

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In March, 2008 the Academic Senate Ad Hoc Committee, which had been established in response to the previous year's vote of no-confidence in President Armiñana, sponsored a "Diversity Conversation" because lack of diversity was one of the concerns behind that vote. About 25 faculty, students and staff attended.<sup>71</sup> In May 2008 the Senate passed a resolution to form an **Ad Hoc Diversity Committee** consisting of faculty, staff, students, and administrators.<sup>72</sup> It was co-chaired by two faculty and included faculty, staff, administrators and students. The Committee began to meet in late October, 2008, and the two faculty co-chairs presented regular reports to the Senate. It also sponsored a well-attended Forum on Diversity in Fall 2008 and three more forums in March 2009. It also established a web site at <http://www.sonoma.edu/senate/adhocdiversity.html>. In May of 2009, a preliminary report on the Spring Forums was distributed to the Academic Senate along with a Summary report on the activities of the committee during the 2008-2009 academic year. Reports on Student Data, and Faculty and Staff Data and a final report on the Open Forums, as well as this historical summary of SSU diversity activities will be presented to the Academic Senate in Fall, 2009 and posted on the Ad Hoc Committee's web site.

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A contribution to the history of diversity at SSU appeared in Fall 2008 when Prof. Peter Phillips from the Sociology Department published a 37-page study entitled "Building a Public Ivy [BPI], Sonoma State University, 1994-2007, A Study of Student Racial Diversity and Family Income at SSU Compared to Other California State Universities."<sup>73</sup> An article in the March 23, 2009, *Press Democrat* reports, "Phillips contends that SSU's condition is the result of selective admissions and recruitment policies intended to develop a 'public ivy,' a school offering an ivy-league

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<sup>69</sup> 05/13/09 Email from Chuck Rhodes, Assistant Vice President, SAEM, and "Revisions to Ad Hoc Document on Diversity Programs." Also see <http://www.sonoma.edu/diversity/>

<sup>70</sup> 09/14/09 Email from Chuck Rhodes, Assistant Vice President, SAEM

<sup>71</sup> [http://www.sonoma.edu/Senate/AdHoc/Diversity3\\_19\\_08.doc](http://www.sonoma.edu/Senate/AdHoc/Diversity3_19_08.doc)

<sup>72</sup> <http://www.sonoma.edu/Senate/Resolutions/Ad-HocDiversityCom.html>

<sup>73</sup> <http://www.projectcensored.org/assets-managed/pdf/DiversityStudyPhillips.pdf>

experience at a state college price.”<sup>74</sup> The Office of Admissions and Recruitment and Matthew Lopez-Phillips, Interim Vice President of SAEM, distributed a response which argued that the “claim by BPI that Sonoma State only recruits in high income areas is not true.”<sup>75</sup> Prof. Phillips then published a reply to this critique.<sup>76</sup> (This information is included in this report because the documents offer additional information about diversity at SSU.)

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Current programs and services at SSU in support of diversity were compiled during the 2007-2008 academic year by the Division of Student Affairs and Enrollment Management (SAEM) and the Division of Academic Affairs in response to the University’s accreditation visit by WASC.<sup>77</sup> (In addition, the University has a Diversity web site that includes a listing of current programs<sup>78</sup> and student clubs.<sup>79</sup> The University submitted a report to WASC on Diversity which is posted on the campus web site.<sup>80</sup>

## FACULTY AND STAFF

In the mid-1970s the University hired its first **Affirmative Action Officer**, Bari Evans. Upon his departure from the campus, Professor Homero Yearwood, a faculty member in the Department of Criminal Justice Administration stepped in on an interim basis. At that time, there was a **Senate Faculty Affirmative Action Committee** and a **Staff Affirmative Action Committee**, both of which were involved in working directly with departments that were engaged in recruitment in order to assist with enhancing the diversity of the applicant pools and the outcome of the searches.<sup>81</sup>

At the beginning of the Fall 1980 semester, Barbara Lesch McCaffry was hired as the **Director of Affirmative Action** in a position that initially reported to the President of the University. She continued in that capacity until the end of the Spring 2000 semester. During her tenure, there was a University-wide **Affirmative Action Advisory Committee** whose faculty representatives were elected by the faculty and recommended by the Senate.<sup>82</sup>

At the beginning of the Fall 1994 semester, the Affirmative Action function was merged with the Faculty Affairs Office in Academic Affairs in order to provide increased focus on enhancing the diversity of the instructional faculty. Several years later, with the expansion of responsibilities to provide a university-wide training program and investigate student-to-student complaints, both

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<sup>74</sup> <http://www.pressdemocrat.com/article/20090323/news/903230309?Title=Is-SSU-too-white-and-wealthy->

<sup>75</sup> Senate-talk email, “Sonoma State University Student Recruitment 2004 to 2008” by Matthew Lopez-Phillips, Interim Vice President of SAEM and the Office of Admissions and Recruitment

<sup>76</sup> 01/28/09 Senate-talk email, “Response to: [Senate-talk] Sonoma State University Student Recruitment 2004 to 2008” by Prof. Peter Phillips, Sociology Department

<sup>77</sup> see [http://linus.sonoma.edu/aa/portfolio/standards/1.5b\\_Evidence.pdf](http://linus.sonoma.edu/aa/portfolio/standards/1.5b_Evidence.pdf)

<sup>78</sup> <http://www.sonoma.edu/diversity/resources/programs.html>

<sup>79</sup> <http://www.sonoma.edu/diversity/resources/clubs.html>

<sup>80</sup> [http://www.sonoma.edu/aa/portfolio/ee\\_review/EER\\_Final/7-Diversity.pdf](http://www.sonoma.edu/aa/portfolio/ee_review/EER_Final/7-Diversity.pdf)

<sup>81</sup> Information is based on email and in-person interviews with various participants.

<sup>82</sup> Information is based on email and in-person interviews with various participants.

Barbara Kelley and Bill Houghton (who were working in Faculty Affairs) provided assistance. During this time, an Academic Freedom Sub-committee of the Senate was formed, in part to address concerns regarding the new discrimination complaint procedures implemented in response to a complaint filed against the University with the United States' Department of Education's Office for Civil Rights.<sup>83</sup>

At the beginning of the Fall 1999 semester, due to budget concerns, there were significant staffing cuts made in the Academic Affairs Office and responsibility for affirmative action was transferred to the Division of Administration and Finance. The prior Affirmative Action function was merged with Employee Relations and Compliance, and the scope of responsibilities changed accordingly. The campus-based training program on non-discrimination and affirmative action for faculty, staff, students and administrators (which had been designed and implemented in response to a complaint filed with the U.S. Department of Education's Office for Civil Rights) was replaced with a generic on-line training program on sexual harassment. In addition, the proactive program ("affirmative action") was no longer included in the incumbent's job responsibilities.<sup>84</sup>

The following year, Tim Young was hired to serve as the **Director of Compliance and Diversity Programs** and, upon his departure a few years later, Kathy Anderson was assigned those responsibilities. She had previously been hired to coordinate employee training programs, including sexual harassment. Upon her departure at the end of the Fall 2007 semester, the position was not filled. The existing staff in the Office of Employee Relations and Compliance have assumed many of those additional responsibilities.<sup>85</sup>

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In Spring 2008, the Academic Senate passed a resolution in support of a local California Faculty Association (CFA) "Workshop Addressing Equity, Diversity, and Affirmative Action." The workshop was to address "issues of equity, diversity, and affirmative action at SSU."<sup>86</sup> That spring the Senate sponsored the Academic Senate Ad Hoc Committee's Diversity Conversation where it "was suggested we add the CFA Affirmative Action document to the ad hoc committee website."<sup>87</sup> The **CFA Affirmative Action Committee** sponsored another workshop in the Fall of 2008 and has set up several Task Force subcommittees to deal with specific underrepresented group issues.

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Current academically-related programs and services at SSU in support of diversity were compiled by the Division of Academic Affairs in response to the University's accreditation visit by WASC during the 2007-2008 academic year.<sup>88</sup> The Current EER Diversity Essay in

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<sup>83</sup> Information is based on email and in-person interviews with various participants.

<sup>84</sup> Information is based on email and in-person interviews with various participants.

<sup>85</sup> Information is based on email and in-person interviews with various participants.

<sup>86</sup> <http://www.sonoma.edu/Senate/resolutions/CFAworkshop.html>

<sup>87</sup> [http://www.sonoma.edu/Senate/AdHoc/Diversity3\\_19\\_08.doc](http://www.sonoma.edu/Senate/AdHoc/Diversity3_19_08.doc)

<sup>88</sup> [http://linus.sonoma.edu/aa/portfolio/standards/1.5c\\_Evidence.pdf](http://linus.sonoma.edu/aa/portfolio/standards/1.5c_Evidence.pdf)

preparation for the October, 2009 WASC visit was finalized at the end of the Spring 2008 semester.<sup>89</sup> The latter report contains the latest data on the diversity of faculty and staff. However, there was no opportunity for the Senate Ad Hoc Diversity Committee or other committees examining diversity at SSU to review and comment on it prior to its submission to WASC. Some on these committees have noted that it contains errors of fact and interpretation.

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<sup>89</sup> [http://www.sonoma.edu/aa/portfolio/ee\\_review/ee\\_diversity\\_essay-1AW\(2\).pdf](http://www.sonoma.edu/aa/portfolio/ee_review/ee_diversity_essay-1AW(2).pdf).