



President's Diversity Council Meeting Summary

Meeting Date	February 2, 2009		Meeting Time	4:00 — 6:00 PM	
Location	Terrace Room, Commons Building, Sonoma State University				
Attendees	√			√	
Barnard, Melinda	√		Lopez-Phillips, Matthew		Suzuki, Joyce
Brodsky, Karen	√		Miller, Scott	√	Velasquez-Andrade, Elisa
Bruce, Rose	√		Morrow, Lynne	√	Merith Weisman
Espinoza, Rachel	√		Neville, Peter	√	Wright, Gail
Estrada, Kelly			Pierre, Derek	√	Guests:
Holmstrom, Laurel	√		Ochoa, Eduardo	√	Mack Olson
Ibarra, Maricela	√		Rhodes, Chuck		
Jordan, Myron	√		Roehrick, Tony	√	
Leeder, Elaine	√		Su, Meng-Chih		Recorder: Shawn Kilat

1) Review of Meeting Notes from November and December

The notes from the November 3, and December 1, 2008 meetings were approved as submitted.

Other discussion:

- Peter Neville asked if the Council still planned to bring Damon Williams to campus at the end of February. Eduardo Ochoa suggested that given our current budget constraints and the Academic Senate's Diversity Retreat for faculty in January it may be best to defer Dr. Williams' visit. Council members agreed.
- Elisa Velasquez shared good news regarding the student discrimination complaint from the fall semester. She was able to work with those involved in the situation to resolve the issues.
- Ochoa mentioned the "Freshmen Ethnicity 2008" report included as a part of the materials for today's meeting. He commented on the greater number of students who are now reporting multi-ethnicities. This is a significant change from prior years when the multi-ethnic category was not included as an option on surveys.
- Neville passed around a poster sized calendar listing Black History Month events. He also talked about the Spring semester activities planned by the Center for Culture, Gender and Sexuality. An electronic copy of the calendar will be forwarded to council members.

2) Report on Faculty Retreat on Diversity

The Academic Senate hosted a Faculty Retreat on January 21, 2009. This year's retreat theme was diversity. Dr. Rona T. Halualani, director of Institutional Planning & Inclusive Excellence at San Jose State University was invited to give an overview of the inclusive excellence process used at SJSU. Scott Miller noted that the SJSU process will serve as a model for our own efforts. The event was well attended. After Dr. Halualani spoke, Abbe Altman, from the Center for Distributed Learning facilitated an Open Space Technology session. The various breakout groups held lively discussions of both a practical and theoretical nature. Ochoa displayed the SJSU PowerPoint presentation, "Creating an Inclusive Excellence Campus Diversity Plan: Vision to Reality" which details the SJSU process. Council members focused on the "beginning steps" slides.

3) Report on Senate Ad Hoc Committee on Diversity Activities

Elisa Velasquez, co-chair of the Senate Ad Hoc Committee on Diversity gave an update on the group's activities. She discussed the Student Open Forum on Diversity that was held on November 19, 2008. The student discussion was lively and informative.

Other activities of the Ad Hoc committee include:

- Created two subcommittees – one will focus on documenting SSU's diversity efforts to date, including gathering and analyzing data; the other will plan Open Forums/focus groups to gather information on student, faculty and staff diversity concerns.
- Three open forums are planned for the Spring 2009 term. The group hopes to draft a preliminary report on their findings by the end of the semester. Ochoa mentioned the addition of a Town Hall meeting (to be held in March) on the topic of diversity as well. Each of the three groups working on diversity (PDC, Senate Ad Hoc, and CFA Affirmative Action) are invited to report on their group's efforts to date.

At this point in the meeting Derek Pierre asked if he could initiate a discussion on a proposal brought forth by the Associated Student Senate. Student leadership wants to focus on doing something now for students. While long range planning is good, it is clear that we need to move quickly to address current concerns. ASI is proposing that \$1,000,000 be allocated towards specific diversity efforts now. Pierre met with President Armiñana to discuss this idea. President Armiñana was supportive of the idea, but asked Pierre to bring back a preliminary plan for use of the funds. Pierre suggested a subgroup meet to discuss this further. Ochoa was hesitant about the PDC taking on this task in addition to their current charge to develop a long range strategic plan. Pierre will work with others to develop the list of ideas and bring it back to the council for discussion. Melinda Barnard suggested that the IRA funding model be looked at as a way to allocate funds. Velasquez likes the idea of student-based initiatives; she also mentioned a separate opportunity for grant funds.

Rachel Espinoza talked about a meeting with the leaders of clubs and organizations that relate to the CCGS. interns. Interns were asked to share suggestions and concerns relating to diversity. Their comments included a general feeling that some integrated diversity activities across the various cultural/ethnic groups would be good. Students supported continued outreach to high schools with diverse student populations.

4) Definitions of Strategic Areas

Council members discussed the charge of the group in relationship to forming strategic focus areas. The PDC 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. Lynn Morrow commented on the pejorative or comedic aspect associated with cultural diversity. Barnard asked about expanding the third charge to more clearly define civility and what we mean by multicultural competence. Laurel Holmstrom stressed the importance of training and offered to begin gathering "tools" that can be used by faculty and staff to help them effectively facilitate "difficult dialogs" both inside and outside the classroom.

Elaine Leeder suggested we look at the SJSU strategic areas as a starting point and customize them to fit SSU.

The following SSU Strategic Areas were identified:

I. Relating Across Differences

- Multicultural Competence
- Civility
- Campus & classroom crisis management

Task Force Members: **Melinda Barnard (co-coordinator)**, Rose Bruce, Laurel Holmstrom, Maricela Ibarra, Joyce Suzuki, **Elisa Velasquez-Andrade (co-coordinator)**

II. Promoting diversity of students, faculty, and staff

- A. Attracting and Recruiting
- B. Retaining

Task Force Members: **Kelly Estrada (coordinator)**, Myron Jordan, Tony Roehrick, Matthew Lopez-Phillips, Chuck Rhodes, Gail Wright

(Elaine Leeder and Melinda Barnard are resource people for this task force)

III. Diversity in the Curriculum

- Pedagogy
- Content

Task Force Members: Karen Brodsky, Rachel Espinoza, **Elaine Leeder (coordinator)**, Scott Miller, Lynne Morrow, Meng-Chih Su, Merith Weisman

IV. Creating a Support Infrastructure for Diversity

- Identify funding

Task Force Members: Peter Neville, **Eduardo Ochoa (coordinator)**, Derek Pierre,

Council members not in attendance at the meeting will be given an opportunity to join one of the above groups.

Each group will work on identifying a draft set of goals and objectives prior to the next meeting (3/2/09). The groups should also consider which campus entity is best suited to follow up on implementation of the various objectives/activities.

Some members expressed concern about moving forward on the work of the task forces prior to seeking broad based input from the campus community. Holmstrom noted that SJSU put a lot of effort into meeting with the campus community to gather information and input prior to developing a draft plan. Extensive outreach through open forums, focus groups, and divisional meetings was needed to generate campus wide support for the Inclusive Excellence Diversity Action Plan project at SJSU. Ochoa agreed, but suggested that task forces begin drafting a framework that could be used as a starting point for the campus wide discussions. He suggested that the PDC host an all day retreat that would engage the campus community on the topic of diversity, and seek input on the draft strategic areas. This in combination with the information gathering efforts of the Senate's Ad Hoc Committee on Diversity will provide multiple opportunities to hear from students, faculty and staff.

Members asked for more information on the planned Town Hall meetings being coordinated through Dan Condron's office. Ochoa said he would follow up.

The meeting was adjourned at 6:10pm.