

President's Commission on Human Relations & Equity

Retreat Notes

Thursday, August 9, 2012

---

**Present:**

Juanita Aguilar  
Marc Barrie  
Janice Brown  
Michael Caldwell  
Joe De los Santos  
Francine Oputa  
Alex Espinosa

Xuanning Fu  
Juan Carlos Gonzalez  
Teresa Huerta  
Suzanne Kotkin-Jaszi  
Jenelle Pitt  
Paul Yunouye  
Israel Lara

Dawn Lewis  
Arthur Montejano  
Ramakrishna Nunna  
Paul Oliaro  
Cynthia Teniente-Matson

**Absent:**

Lance Burger  
Elizabeth Potter

Natalie Nakic  
Klaus Tenbergen

Jan Parten

**10:00 a.m. – 3:00 pm**

**Vintage Room**

Retreat called to order at 10:05 a.m.

**I. Morning Exercise**

The committee members met at the Vintage Room for the 2012 summer retreat to discuss initiative items related to the President's Commission on Human Relations and Equity.

Consultant Alma Clayton-Pedersen began by asking committee members to perform a few two-minute communication exercises.

**II. Welcome**

Chair Teniente-Matson followed by welcoming the committee and went over the retreat agenda along with the materials that were distributed to each member.

**III. PowerPoint Presentation**

Next on the agenda was Dr. Xuanning Fu to present a PowerPoint presentation regarding preliminary results from the culture assessment survey that was recently taken in spring 2012. Unfortunately, there were technical difficulties with the projection equipment thus Dr. Fu's presentation was expressed verbally until the malfunction was repaired. The presentation was then presented and concluded via PowerPoint.

Some of the key comments from Dr. Fu's presentation included:

- Why don't people like to include their ethnicity when asked on forms
- Learning culture received the lowest positive responses
- People from different cultural backgrounds that work together effectively received the highest positive responses @ 90%

Dr. Fu will make the PowerPoint presentation available to the committee. (emailed by Dr. Fu on 8/30/12)

#### **IV. Assignment**

Consultant Alma Clayton-Pedersen then broke down committee members into four round table groups that represented each theme 1-4. The members were asked to work together through their lunch period to capture the priority actions within their theme regarding the following:

- Awareness
- Knowledge
- Capacity

After the above exercise, Alma then suggested that the committee create a "working definition" and to have that definition available by the end of year.

#### **V. Finalize Next Steps including adoption of working definition of Culture Competency**

The committee was then to create an action plan "TimeLine" by asking them the following question:

- What do we need to do to get the plan put together by December 2012 as a group?

The feedback from committee members were as follows:

- Establish our meeting schedule
- Receive additional feedback from the community (Faculty Senate, CFED, Campus Community Forum, include working definition)
- Come to a consensus of working definition for "Culture Competence"
- Go back to the Faculty Senate and discuss theme #3
- Review and Refinement was recommended (plan?)
- Update the "Rise to Excellence" materials (new issue?)
- Michael Caldwell encouraged that we include feedback from the faculty senate and CFED (schedule? Suzanne?)
- A reminder that responses to all feedback is critical so that no one feels left out and underappreciated
- ASI President voiced his concern that language needs to be refined so that the students understand (Needs to be explicit)
  - The way the language reads currently, the perception from most students is that it mainly pertains to faculty and staff and not the student
- Phone consultation for writing the plan with the 10 community members (when?)
- Encourage feedback from the Faculty Senate and CFED/Chair to determine how to disseminate information regarding the plan such as recommendations from feedback
- Add "Inclusion" to the title  
(Consistency of terms: Early Fall Semester/Early Oct./Feedback Early Nov.)

#### **Important notes from members:**

- Dr. Suzanne Kotkin-Jaszi from the department of Public Health spoke about culture competence. She expressed important information of transformation in cross cultural behavior.
- Dr. Kotkin-Jaszi will make this information available to the committee members via web links.
- Francine Oputa from the Central Valley Cultural Heritage Institute also has definitions and sources and will make available to PCHRE members.
- Michael Caldwell requested the faculty list of researchers. List will be sent to him as per his request.

Retreat Adjourned @ 3:10 p.m.