

## President's Commission on Human Relations &amp; Equity

## Meeting Notes

Tuesday, December 11, 2012

**Present:**

Juanita Aguilar  
Janice Brown  
Lance Burger  
Michael Caldwell  
Joe De los Santos  
Alex Espinoza  
Xuanning Fu

Juan Carlos Gonzalez  
Suzanne Kotkin-Jaszi  
Israel Lara  
Arthur Montejano  
Ramakrishna Nunna  
Liliana Ocegüera  
Paul Oliaro

Francine Oputa  
Christina Roybal  
Cynthia Teniente-Matson  
Paul Yunouye

**Absent:**

Marc Barrie  
Teresa Huerta  
Dawn Lewis

Jan Parten  
Jenelle Pitt  
Elizabeth Potter

Brian Tsukimura

**11:30 a.m. – 1:00 pm****Vintage Room**

Meeting called to order at 11:30 a.m.

**I. Welcome**

Chair Cindy Teniente-Matson provided a brief overview of the agenda and thanked the commission for the work throughout the year. She also made an announcement regarding Dr. Jody Hironaka-Juteau's upcoming role in assisting the PCHRE with the full implementation of the diversity plan for the spring 2013 semester. Chair Teniente-Matson will share the full scope of work at the next PCHRE meeting.

**II. PCHRE****A. Approval of Meeting Notes from 11/2/12 and 11/28/12**

Chair Matson requested that the commission review the meeting notes for significant changes and/or corrections. Dr. Ramakrishna Nunna requested a minor edit to the APLU Grant/Award section of the November 28, 2012 notes.

It was MSC to approve the notes of the November 2, 2012 meeting. It was MSC to approve the notes of the November 28, 2012 with the aforementioned edit.

**B. Priority Strategies/Activities for 2013 and Beyond/ Next 6-12 Months**

Chair Teniente-Matson informed the commission that priorities and activities will remain on the agenda as a standing item. The commission will begin the work on implementing the plan in January after the plan has received adoption by President Welty. At the next PCHRE meeting, the commission will begin to create a timeline of agreed upon activities for the spring 2013 semester. Dr. Jody Hironaka-Juteau will work with the commission to assist in the implementation of the previously identified priorities for each of the four themes. Chair Teniente-Matson will provide Dr. Hironaka-Juteau with the priorities that the commission identified at the August 9, 2012 retreat.

The commission will reconvene on Tuesday, January 15 for the first meeting of the spring 2013 semester. Chair Teniente-Matson announced that Jim Lowe, Executive Vice President of Jeffrey Scott Agency (JSA) will be attending the meeting to present a preliminary draft of the collateral material for the

diversity plan. The agency will consult with Dr. Clayton-Pedersen during the winter break to get started on preliminary draft.

Chair Teniente-Matson informed the group that the commission would meet once a month for the spring 2013 semester. In order to select meeting dates for the spring 2013 semester, Chair Teniente-Matson requested that the commission submit their availability to Ms. Nina Palomino.

Chair Teniente-Matson asked the commission if there were any additional agenda items that needed to be discussed. Dr. Juan Carlos Gonzalez requested a copy of the final draft of the diversity plan for dissemination to incoming candidates for a faculty search in the Kremen School of Education and Human Development. Ms. Nina Palomino will provide Dr. Gonzalez with the final draft of the diversity plan.

Chair Teniente-Matson thanked the commission and expressed appreciation for the contribution to the completion of the final draft of the diversity plan. She recognized the commission for their accomplishments thus far, but emphasized that the work will continue in January as the commission moves forward with the implementation of the plan.

Dr. Paul Oliaro recognized Chair Teniente-Matson for her leadership in guiding the commission in the work that has been accomplished over the past year.

**Meeting adjourned at 12:25 p.m.**

### **III. Diversity Definitions**

- *Diversity*: Individual differences (e.g., personality, language, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, gender identity, sexual orientation, sexual identity, country of origin, and ability status as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.
- *Inclusion*: The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within [and change] systems and institutions.
- *Equity (student focus)*: The creation of opportunities for historically underrepresented populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion.  
Source: Association of American Colleges & Universities Website, 2011
- *Equity (employee focus)*: The creation of opportunities for historically underrepresented populations of employees (faculty and staff) to have equal access to professional growth opportunities and resource networks that are capable of closing the demographic disparities in leadership roles in all spheres of institutional functioning.  
Source: Clayton-Pedersen, 2011 Adapted from the University of Southern California's Center for Urban Education's Equity Scorecard™
- *Cultural Competence*: The state of having and applying knowledge and skill in four areas: awareness of one's own cultural worldview; recognition of one's attitudes toward cultural differences; realization of different cultural practices and worldviews; and thoughtfulness in cross-cultural interaction. Over an extended period of time individuals and organizations develop the wisdom and capability to: 1)

examine critically how cultural worldviews influence perceptions of power, dominance and inequality; and 2) behave honorably within the complex dynamics of differences and commonalities among humans, groups and systems.

**IV. Parking Lot Items:**

1. 9/23/11 - College – specific reports on the website? (Juan Carlos)
2. 9/23/11 - NCAT (Course Redesign)
3. 9/23/11 - Do we have peer institutions by which we compare ourselves in terms of our work on institutional diversification? (Juan Carlos)
4. 9/23/11 - Publicize cultural benefits of globalizing Fresno State, not just focus on \$ benefits (Juan Carlos)
5. 9/23/11 - President Welty & BOT endorsement of Fresno State Diversity Plan?
6. 10/07/11 - Potential Research Projects for Graduate Students (Juan Carlos)
7. 11/4/11 – Include the word – “Inclusion” in the name of this document (Francine)

**V. Next Meeting:** Tuesday, January 15<sup>th</sup>, from 2:00 p.m. – 3:30 p.m. in the Haak Center Boardroom, HML 4115