

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

## Meeting Notes

Friday, February 17, 2012

**Present:**

Juanita Aguilar  
Janice Brown  
Alex Espinoza  
Juanita Flores-Muniz  
Juan Carlos Gonzalez  
Teresa Huerta

Tina Leimer  
Dawn Lewis  
Natalie Nakic  
Ram Nunna  
Paul Oliaro  
Jan Parten

Carlos Perez  
Jenelle Pitt  
Cindy Teniente-Matson  
Ted Wendt  
Esther Gonzalez

**Absent:**

Ambar Alvarez-Soto  
Joe De Los Santos  
Selena Farnesi

Israel Lara  
Vongsavanh Mouanoutoua  
Francine Oputa

Nina Palomino  
Elizabeth Potter

**1:00 p.m. – 3:00 pm****Haak Center Boardroom, HML 4115**

Meeting called to order at 1:08 p.m.

**I. Welcome**

Chair Cindy Teniente-Matson introduced and welcomed Alex Espinoza a new member of the PCHRE Committee. Given the fact that this was Alex's first meeting, she requested roundtable introductions from the committee members.

**II. PCHRE****A. Feedback about the LEADership Breakfast & the Steering Committee Meeting w/Alma**

Chair Cindy Teniente-Matson inquired about the committee's comments and thoughts about the LEADership Breakfast Series with Dr. Alma Clayton-Pedersen. Several committee members responded with positive feedback about the visit such as: it was a good opportunity to meet and provide input, great opportunity to discuss topic, great to see the number of attendees, the presentation was powerful, engaging, and defined diversity, the conversation continued after the meeting concluded, the event was full of learning and was exploratory, hope to have more events similar to this one, event set a "high bar" for other committees, the message that was clear that it is a university initiative—not just the committee's work, enjoyed the group work/activities and listening to specific topics as well as the interconnection. The committee also commented on Alma's facilitation. Some thoughts shared included the following: Alma was very supportive and provided several ideas for revising the content of the "working" document, it was a great experience to meet her, and she lived up to her reputation and she was inspirational, encouraging, and inclusive.

Chair Cynthia Teniente Matson explained that the PCHRE Steering Committee had previously discussed the goal of starting to build some trust and interrelations amongst the committee. Based on the committee's feedback of Alma's visit, she feels this goal was accomplished. There was some confusion regarding the group activities at the lunch meeting, however, Alma later took ownership of the unclear direction of the group activities and apologized for the confusion. Although there was some confusion about the activities,

the steering committee resolved pending issues and had a discussion on what needed to be accomplished to move forward. As a result, the steering committee would like to recommend that the committee work with Alma to assist in crafting the actual document based on the themes that have already been drafted. Alma will integrate the framework from her book as well as tie the plan to the mission/vision of the university. The steering committee agreed to have Alma return in March and April to assist the committee with the process of drafting a working document, the visits are reflected in the PCHRE draft timeline. Chair Teniente-Matson explained that the steering committee thought it was wise to utilize Alma's expertise to start working on the document on behalf of the committee. With Alma's support, that the committee would have a working document at each future meeting, thus ensuring a valuable use of the committee's time.

## **B. Themes Based on Input from Committees – C. Matson**

### **Next Steps:**

#### **a) Definitions Agreed Upon**

Chair Teniente-Matson requested that the committee review the list of diversity definitions. During the breakfast meeting, Alma posed the question "can we agree on definitions in terms of a start of our work?" She mentioned that during the breakfast meeting, it was fascinating to hear the various definitions of diversity. In order for the committee to move forward, there needs to be a consensus on accepted definitions. She explained that the definitions are a good starting point for the committee; however, she recognizes the need for coming back to them as necessary to modify language specifically around the areas of diversity, inclusion and equity. She asked if the definitions could be agreed upon as an onset of our conversation. Janice Brown mentioned that she liked that the definition including "recognizing individual differences". Chair Teniente-Matson commented on previously speaking with Francine Oputa and learned that she was pleased with the definition of inclusion. She asked the committee if they could agree upon the definitions. Paul Oliaro questioned the definition's context in diversity regarding the portion on "service of learning" versus the "promotion of learning". Chair Teniente-Matson explained that she believed that the definition was reflective of all of the items coming together in the learning experience and the engagement that occurs as the transfer of learning takes place. Dawn Lewis recommended using transfer of learning versus service of learning. Ted Wendt recommended replacing the phrase with "support of the goal of institutional learning" versus "service of learning".

Next, Chair Teniente-Matson asked the committee to look at the revised matrix. She explained that eight individuals submitted feedback. As the committee starts to move forward to in providing a draft document to Alma, she wanted to be sure that all committee members had an opportunity to submit feedback. The revised working draft matrix as well as a summary of the edits included the feedback/revisions. Chair Teniente-Matson thought that the comments provided were very insightful. She reiterated that the assignment was to move the bullets into the appropriate columns as well as clean up the text. She then asked the committee to review the document to ensure that they are satisfied with the changes. She also asked if other committee members would like to add additional comments/feedback.

Dawn Lewis informed the committee that column three on the matrix, "Promoting and Supporting Excellence in Teaching, Learning and Scholarship", is currently being revised and she will reconvene the subcommittee to rework the content. Chair Teniente-Matson informed the committee that Alma is aware of the revisions and is awaiting input from the subcommittee. Therefore, for discussion purposes, the committee will discuss the other four columns/themes only.

Chair Teniente-Matson explained that the committee should expect Alma to start pulling together the goals, objectives, strategies, and indicators that were discussed. Alma will also help the committee insert the vision, which she was trying to do at the lunch meeting. The steering committee requested that Alma prepare an exemplar to them to review prior to the next committee meeting.

Chair Teniente-Matson asked the committee to review the “summary of edits” document. She asked the committee to review that proposed edits and asked if there were any concerns regarding the edits. The committee reviewed the revised matrix and summary of edits and provided additional feedback and concerns. There was a detailed discussion about the summary of edits. All feedback and edits discussed will be incorporated into the document and will be given to Alma. Chair Teniente-Matson asked that any other comments/feedback be submitted as soon as possible.

**b) Diversity Plan DRAFT Timeline**

Chair Teniente-Matson briefly reviewed the draft timeline that was developed by the steering committee with input from Alma Clayton-Pedersen. The draft timeline provided a high-level overview of specific dates and activities that need to be accomplished at a given point in time within the spring 2012 semester. The desired end result is to produce a final draft that is ready for review by the end of May. The completion of the final draft will assist in preparing activities over the summer, as necessary, for launch in the fall. The month of February will consist of consolidating a draft document, based on the committee’s input. Per the steering committee’s request, Alma will take the consolidated draft document and will begin to draft a working document. Through the month of March, the committee will be working towards a final working draft of the diversity plan. The goal is to have the final working draft ready for review by the end of March. In April, the committee will spend the entire month going through the process with the campus community. In late April/early May, the committee will take the feedback from the campus community and update the draft document. The dates included in the timeline are draft dates for the full committee and the steering committee.

After providing an overview of the draft timeline, Chair Teniente-Matson reviewed each date embedded within the timeline in detail. She explained that the timeline was a “very rough guideline” of activities for the spring 2012. Chair Teniente-Matson asked for comments/reactions, however, the committee members did not have any additional input.

**c) Consultation Groups**

Chair Cindy Teniente-Matson requested that the committee review the draft consultation group list. She explained that the list was a very rough draft to get the committee started in brainstorming various consultation groups based on previous groups that have been identified for similar committee work such as the Strategic Plan for Excellence. She noted that other groups should be added and she would ensure to add ASI, as it was an oversight that they were not included. She also mentioned that Selena Farnesi could assist the committee in identifying other student groups.

Chair Teniente-Matson emphasized that there are other groups that should be added to the list. Jan Parten requested adding the Faculty Committee on Equity and Diversity. Ted Wendt recommended adding the Associate Deans to the Deans Forum to reach these constituents in one meeting. Paul Oliaro recommended working with the Office of Graduate Studies to include graduate students and the graduate coordinators. A few members also recommended included all of the faculty and staff associations. Natalie Nakic recommended adding the Student-Athlete Advisory Council. Dawn Lewis recommended adding untenured faculty group and RACE. Juan Carlos Gonzalez recommended adding the Kremen School Equity Committee. Dawn Lewis expressed concern about reaching all college/school groups. Chair Teniente-Matson asked Ram Nunn to work with the deans to obtain list of groups for each college/school. The committee also recommended adding the Labor-Management Council as well as the Staff Assembly. Janice Brown emphasized that each group’s meeting be well-communicated and advertised to ensure that the constituents are attending the proper meeting, not missing an opportunity to participate.

Chair Cindy Teniente-Matson informed the committee that the group list would be updated and disseminated to the committee members. At the next meeting she will ask for nominees to champion these groups. The steering committee will also populate some volunteers so that all groups will be covered. She also mentioned that a communication plan is needed to move forward. The steering committee will work on drafting the plan. All input regarding the communication plan should be submitted to Chair Cindy Teniente-Matson.

The committee then reviewed the PCHRE committee schedule. She requested input from the committee regarding the possibility of cancelling the March 29<sup>th</sup> meeting. Instead the group will proceed to meet on March 27<sup>th</sup>. The group agreed to cancel the March 29<sup>th</sup> meeting, given that the committee will meet on March 27<sup>th</sup>.

She also asked the group to review the May 29<sup>th</sup> date. Several committee members expressed concern about the date. Chair Teniente-Matson agreed to explore other dates in May. After some discussion, the committee agreed that another meeting after May 10<sup>th</sup> but before May 21<sup>st</sup> needs to be scheduled. If the meeting is not needed, the meeting will be cancelled at a later date. The May 29<sup>th</sup> date will be removed from the schedule.

### **III. 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)

**IV. Next Meeting:** Friday, March 2<sup>nd</sup>, from 1:00 – 3:00 p.m. in the Haak Center Boardroom, HML 4115