

President's Commission on Human Relations & Equity

Meeting Notes

Thursday, February 2, 2012

Present:

Juanita Aguilar
Ambar Alvarez-Soto
Janice Brown
Selena Farnesi
Juan Carlos Gonzalez
Teresa Huerta

Tina Leimer
Dawn Lewis
Vongsavanh Mouanoutoua
Ram Nunna
Paul Oliaro
Francine Oputa

Carlos Perez
Cindy Teniente-Matson
Ted Wendt
Nina Palomino

Absent:

Joe De Los Santos
Israel Lara

Juanita Flores-Muniz
Jan Parten

Jenelle Pitt
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 welcomed the committee and briefly discussed the revised PCHRE committee meeting schedule. She also communicated that the PCHRE website is up and running and encouraged the committee to visit the website for various updates.

II. PCHRE**A. Themes Based on Input from Committees**

Chair Teniente-Matson reflected the importance of ensuring the committee is focused on its intended accomplishments and discussed the importance of selecting a framework to communicate the committee's collaborative plan. In order to provide an exemplar model of various frameworks, she provided the committee with a summary of diversity plans from Chico State, UCLA, Michigan State, and Penn State. She provided a brief synopsis, comparing and contrasting the frameworks for the respective campuses.

Chair Teniente-Matson explained that after much discussion, the PCHRE Steering Committee recommended the UCLA framework as a possible framework model for Fresno State, however, she expressed that the item was up for discussion.

She explained that in order to select an appropriate framework, it is important to remember that the audience is the entire university community and all university stakeholders. Therefore, the audience should review the final plan and understand what the university is trying to accomplish. Ted Wendt mentioned that it is especially important that everyone, especially internal constituents, understand the plan and the efforts of the PCHRE Committee. He emphasized that the plan will need to reach a broad audience.

Chair Teniente-Matson then described the PCHRE Steering Committee's process of consolidating the feedback from the four PCHRE subcommittees. First the feedback was compiled into one matrix. Then all of the responses were organized in themes based on affinities. Throughout the process, the original wording as well as the numbering remained the same. The consolidated document was the steering committee's attempt to create a draft matrix with themes. Although items were moved into themes, the Chair Teniente-Matson expressed that

fact that the steering committee agreed that the committee as a whole needed to review the draft document to ensure the themes are reflective of the four subcommittee's original goals, indicators, and strategies. Chair Teniente-Matson also mentioned that the themes turned out in such a way that they aligned with the Strategic Plan for Excellence IV.

Chair Teniente-Matson provided time for the committee to briefly review the revised matrix. Ram Nunna recommended adding the word "regional" to the theme "Acknowledging and Celebrating Our International Identity".

Paul Oliaro mentioned that it is important to step away and look at evolution of PCHRE. He reviewed the process of the committee thus far stating that the committee gathered information, the steering committee sorted the information, the committee needs to review the context/themes and see if we can endorse them and synthesize what has been done in these areas. He expressed that working independently isn't going to get the committee anywhere.

Ted mentioned that the committee members need to review the compiled document and decide if the items are appropriately placed in the themes. The next step is to start moving toward a final product.

Chair Teniente-Matson intervened and explained the importance of reviewing the framework of the diversity plans from the four campuses. She then reviewed a document with definitions of goals, objectives, indicators and strategies. The document also provided an exemplar with a theme, goal, objective, strategies, and indicator derived from the feedback from the four subcommittees. She asked the committee if the "working" document was an appropriate resource to use to move forward, and if so then the next step is to review the content of each column to ensure they are correctly placed in the themes.

Tina Leimer informed the committee that the revised matrix provides the committee with a tool to review all themes and the respective contents side-by-side, allowing the committee to see duplicated items.

Ram Nunna commented that Chico State's diversity plan might be a better framework for the campus. Chair Teniente-Matson agreed but noted that we would have to decide what omit, which the steering committee did not want to do.

Chair Teniente-Matson informed the committee that the Education and Scholarship subcommittee would reconvene to revise the subcommittee's content. She explained that Provost Covino would meet with Dawn Lewis prior to her reconvening the subcommittee.

There was some discussion from several members about the preferences for reviewing the revised matrix and moving forward. The committee debated on whether to review the revised document in its subcommittees or independently. After listening to the feedback from the committee, Chair Teniente-Matson requested that the committee review the document independently.

As the committee continued to review the matrix, concern was raised once again regarding the title of the theme "Acknowledging and Celebrating Our International Identity". Some committee members discussed combining the themes "Acknowledging and Celebrating Our International Identity" and "Fostering a Campus Culture of Inclusion and Respect". However, after much discussion, the committee decided to keep the two themes separate and change the theme "Acknowledging and Celebrating Our International Identity" to "Acknowledging and Celebrating Our Regional and International Multi-Cultural Identities".

B. Campus Event w/ Speaker Alma Clayton-Pedersen Update

Chair Teniente-Matson provided a brief overview of Dr. Alma Clayton-Pedersen's campus visit for February 9, 2012. She explained that Dr. Clayton-Pedersen will have three campus visits to assist the committee with the diversity plan and we will engage her as a consultant throughout the process. She then asked the committee for thoughts and/or reactions regarding Dr. Clayton-Pedersen's visit. The committee did not have any comments.

She then requested a reasonable due date for the feedback on the revised matrix. Francine Oputa recommended that the committee review the document and bring feedback to the February 9th meeting.

III. Parking Lot Items:

Chair Teniente-Matson reviewed the list of parking lot items. Francine Oputa requested revisiting the parking lot items, as it appeared that some items had been removed from the list.

Prior to the conclusion of the meeting, Chair Teniente-Matson asked each member to comment on the status of the committee's direction. There were several comments such as: we are moving forward in right/good direction, we appreciate the work done thus far, the committee is ahead of time, the organized matrix helps, the leadership is appreciated, etc.

Vongsavanh Mouanoutoua inquired about the status of the community group. Chair Teniente-Matson stated that there were a group of community leaders, however, she was not certain about the status of the group. She stated she would double-check on the status and report back to the committee.

Chair Teniente-Matson also informed the committee that a PCHRE newsletter, based on the information drafted from the subcommittees, would be available and placed on the tables for the February 9th LEADership breakfast.

IV. Next Meeting: Friday, February 17th, from 1:00 – 3:00 p.m. in the Haak Center Boardroom