

President's Commission on Human Relations & Equity

Meeting Notes

September 23, 2011

Present:

Juanita Aguilar
 Ambar Alvarez-Soto
 Janice Brown
 Selena Farnesi
 Juan Carlos Gonzalez
 Susan Gutkind
 Teresa Huerta
 Ellen Junn

Israel Lara
 Tina Leimer
 Cindy Matson
 Vongsavanh Mouanoutoua
 Ram Nunna
 Paul Oliaro
 Francine Oputa
 Jan Parten

Carlos Perez
 Elizabeth Potter
 Joe De Los Santos
 Ted Wendt
 Laura Alcantar

Absent:

Dawn Lewis
 Juanita Muniz
 Jenelle Pitt

Call to order: 9:07 a.m.

I. Welcome and Introductions

Welcome by Provost Covino who thanked everyone for being part of this effort. Informed the group that there will be a community resource list of people that will be invited to participate with PCHRE. President Welty will let us know once the community members' representatives have been selected.

a. PCHRE Steering Committee

PCHRE Chair Junn welcomed the group and presented the working agenda for the retreat.

b. Committee Procedures and Logistics

i. Timekeeper – Ram Nunna

- The timekeeper chosen for each meeting will be in charge of keeping the committee on time.

ii. Parking Lot

- There will always be a post it note on the wall for members to add items that they would like to discuss at a future meeting.

iii. Minutes

- Agendas and minutes will be posted to the PCHRE website. These meetings are not closed sessions, so anyone is welcome to join us.

iv. Meeting Processor/Observer – Elizabeth Potter

- The meeting processor/observer pays attention to the “feeling” of the group. The observer will report at the end of the meeting.

v. Attendance – only 3 unexcused absences for the academic year permitted.

c. Introductions Icebreaker

The committee was asked to reflect back to when you were in kindergarten or elementary school. Each member of the committee introduced themselves and described their childhood memory.

II. Overview of progress from Summer 2011

a. PCHRE Charge & Website

The Steering Committee met this summer to get some work done prior to the PCHRE retreat. This committee includes the following members: Tina Leimer, Dawn Lewis, Cynthia Teniente-Matson, Jan Parten, and Ted Wendt. This group reviewed the charge and drafted a diversity plan following the four dimensions of diversity outlined in the book *Making a Real Difference with Diversity: A guide to Institutional Change*. This book was given to every committee member along with their committee binder for review prior to the retreat.

The beta PCHRE website was reviewed and will be live soon.

b. Review of President's Statement on Diversity

i. Diversity Matters @ Fresno State website and Human Resources website

c. AAC&U Diversity Plan Framework Model

1. Institutional Viability and Vitality – T. Wendt & J. Parten

- Institutional history of diversity issues and incidents
- Institutional strategies and dedicated resources
- Centrality of diversity in the mission and planning process
- Framework for monitoring diversity, with indicators
- Public and constituent perceptions of institution's commitment to diversity
- Board engagement with diversity and compositional diversity of board
- Compositional diversity of faculty and staff, by level

2. Education and Scholarship – E. Junn

- Availability (of diversity-related courses and requirements, etc.)
- Experience (students' course-taking patterns)
- Faculty capacity (level of expertise on diversity, etc)
- Learning (quality & quantity of student learning about diversity)

3. Access and Success – T. Leimer

- Undergraduate and graduate population by field and levels
- Student success (graduation, performance, persistence, honors)
- Transfer among fields (especially STEM)
- Pursuit of advanced degrees

4. Campus Climate and Intergroup Relations – C. Matson

- Type and quality of interaction among groups
- Perceptions of institution (commitment, engagement)

- Quality of experience and engagement on campus
- d. This summer the Steering Committee reviewed the documents listed below and added any diversity items to our draft diversity plan:
1. Fresno State Strategic Plan for Excellence IV with Diversity Items Identified (SP IV, 2011)
 2. 2011-12 President's Ad Hoc Task Force on Personnel and Diversity Report with Implemented Action Items (PDTF, 2011)
 3. 2007 Diversity Task Force Report and Recommendations (DTF, 2007)

III. Break

IV. PCHRE Retreat Outcomes

PCHRE Chair Junn reviewed the retreat outcomes listed below:

- ✓ Common understanding of the PCHRE charge.
- ✓ Commitment to attending all meetings.
- ✓ Common understanding of the AACU 4 dimensions of institutional diversity planning.
- ✓ Common understanding of draft diversity plan.
- ✓ Strong commitment to supporting and serving as spokespersons for the PCHRE Diversity Plan.
- ✓ Strong commitment to maintaining constructive dialogue .

V. Four Dimensions of Diversity Groups

PCHRE members were assigned to a group to review the draft diversity plan and discuss the dimension assigned to their group.

VI. Lunch

VII. Groups discuss other university plans

PCHRE members discussed other university plans and looked for items missing from our draft diversity plan.

VIII. Groups report back to PCHRE

IX. Next Steps

The goal is to finish a diversity plan to President Welty by the end of this academic year. Our next meeting is scheduled on Friday, October 7, 2011 in the Haak Center Boardroom.

Parking lot items:

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1. College – specific reports on the website? (Juan Carlos)
2. NCAT (Course Redesign)
3. Do we have peer institutions by which we compare ourselves in terms our work on institutional diversification? (Juan Carlos)

4. Publicize cultural benefits of globalizing FSU, not just focus on \$ benefits
(Juan Carlos)
5. President Welty & BOT endorsement of FS Diversity Plan?

X. **Meeting adjourned: 3:07 p.m.**

XI. **Reception**