

President's SHOWCASE of Excellence 2020

WHO WE ARE

The President's Commission on Human Relations and Equity supports acceptance and fairness at all levels of the University. We are dedicated to reducing any barriers to success that come from race, ethnicity, socioeconomic status, culture, religion, linguistic diversity, ability, gender identity, sexual orientation, age, geographical region, personality, learning style, life experiences and other human characteristics.

PROGRAMS AND INITIATIVES

Under the leadership of Dr. Francine L. Oputa, the commission leads and coordinates a portfolio of programs and initiatives that further our mission to realize the goals of A Strategic Plan for Inclusion, Respect and Equity (ASPIRE). For more information, visit fresnostate.edu/pchre



PRESIDENT'S CULTURAL COMPETENCY CERTIFICATE PROGRAM



This program provides participants with a greater understanding of how we can and why we should work together to continue building a strong and inclusive Fresno State community. Certificates are awarded to those who complete all the required and elective seminars. Non-certificate seekers are welcome to attend all seminars. **Twenty eight members of staff, administration and faculty have received their certificate over the last year.**

CONVERSATIONS ON INCLUSION, RESPECT AND EQUITY

To gauge a sense of the campus climate regarding inclusion, respect and equity, the President's Commission on Human Relations and Equity (PCHRE) offers Conversations on Inclusion Respect and Equity the third Thursday of each month. These events serve as a proactive way to keep a pulse on issues or concerns related to inclusion, respect and equity on campus.



MESSAGE FROM PRESIDENT CASTRO



As President, I am committed to maintaining a campus known for its integrity, civility, equity, respect and ethical behavior. The University must be safe and inclusive. We do not tolerate any form of harassment, discrimination or intimidation, as prohibited by University policy and state and federal civil rights laws.

James A. Castro

ASPIRE Resource Team

The ASPIRE Team provides informal facilitated conversations and nonjudgmental/impartial support to help resolve conflict in the workplace or classroom. ASPIRE strives to educate the campus community on existing processes for reporting incidents of bias, discrimination and acts of incivility, as well as acts of kindness, civility and inclusiveness.



FORUMS FOR INCLUSION, RESPECT, AND EQUITY

Since 2013 the PCHRE has hosted a forum each semester to promote diversity, equity, inclusion and cultural competence throughout all levels of the university and campus community. Each forum attracts over 400 students, faculty, staff and community members.

UNIVERSITY'S DEFINITION OF DIVERSITY

Individual differences (e.g., personality, language, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, 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.

The INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. Fresno State has proudly received this honor every year since 2014.

