President’s Commission on Human Relations & Equity
Meeting Notes
Thursday, August 14, 2014

Present:
Andrew Jones
Janice Brown
Angel Sanchez
Cynthia Teniente-Matson
Ronald Avedisian
Alma Clayton-Pedersen
(Designee)
Dawn Lewis
Ariel Hernandez (designee)
Gwen Burks
Susan Elrod
Frank Lamas
Brittany Grice
Susana Hernandez
Francine Oputa
Jan Parten
Juan Carlos Gonzalez
(Guest)

Absent:
Brian Tsukumura
Michael Caldwell
Moses Menchaca
Judy Clements
Christina Roybal

8:15 a.m. – 3:00 pm
Viticulture and Enology Research Center
Meeting commenced at approximately 8:30 a.m. A quorum was present.

I. Welcome and Overview of the Day
Chair Matson welcomed the committee, provided a brief overview of the day’s activities and asked the committee members to provide a brief self-introduction. Also present was consultant Alma Clayton-Pedersen.

II. Opening Activity
Activity I: Members were tasked with considering (1) the challenges they face in regards to diversity and (2) what they hope to give and get from the retreat. Responses were recorded on flip chart paper (Table 1).

Chair Matson reviewed the recorded responses asked for a clarification of the response “reframing the campus understanding of Prop. 209.” B. Grice explained that when people hear Prop. 209 they automatically think affirmative action is mute. She recommended making the analysis on affirmative action more digestible so it can be used more realistically. It is challenge Human Resources is hopeful they can move forward.

III. Strategy Activity
Chair Matson directed members to Attachment B of the meeting packet – page 86, ASPIRE Action Plan. Ms. Clayton-Pederson provided instructions for the strategy activity and instructed members to brake into four groups each addressing one theme. Theme leaders: Theme 1: F. Lamas; Theme 2: J. Parten and M. Caldwell; Theme 3: S. Elrod and A. Jones; and Theme 4: Chair Matson.

Members were asked to review each strategy and action in their assigned theme and assign a color to each strategy indicating whether they are green (good to go with all resources in place); yellow (stalled and not progressing as quickly as hoped), or red (stopped, not progressing and needs to be reevaluated). Furthermore, if additional steps are needed to move forward with a strategy, members were encouraged to note the additional steps. Responses were recorded on flip chart paper (Tables 2 – 2C).

Each group considered the following,
1. How do we reframe what we already have to move forward?
2. What do we need to move forward with what we are currently doing on this continuum?
3. What are the materials, products, and publications we need to move it forward?
4. What financial resources do we need to move forward and have we examined what we are currently doing with the money we already have?
IV. Review of 2014-15 PCHRE Membership (Attachment A)

Chair Matson directed members to Attachment A. It was noted that open appointments will be selected by the Senate on August 25, 2014. Chair Matson thanked the outgoing members for serving on the committee and thanked Drs. Lewis and Gonzalez for participating as guests representing the faculty. Appointed by President Castro to represent Athletics, but unable to attend the retreat is L. Misipeka. Also unable to attend was A. Espinoza who is on sabbatical for the semester. The committee will revisit the community member role at a later meeting. Members were requested to send membership ship list changes or corrections to V. Taylor.

V. Review of PCHRE Annual Diversity Report (Attachment B)

Chair Matson provided an overview of the activity report presented to Cabinet and at the campus climate hearing. Cabinet shared with Chair Matson that they are impressed with PCHRE’s work.

A. Sanchez is currently working on a reporting framework and is looking at ways the reporting framework can correspond with the existing Strategic Plan reporting indicators. A brief overview of the processes to gather data was given and that there is existing (numerical and text), which will be incorporated with data gathered in the future. A. Sanchez further stated he will initiate a meeting with F. Lamas to discuss what is needed from Student Affairs in regards to data. Chair Matson asked for A. Clayton-Pedersen to be included as the PCHRE consultant when addressing areas of diversity before the final reporting framework recommendation is adopted.

The remaining documents of Attachment B were briefly reviewed and after a brief discussion it was decided to review the working definitions for Cultural Competence, Diversity, Inclusion, and Equity at a later date.

V. Taylor provided an overview of the PCHRE website and the recent changes to the webpage layout. It was noted that the links on the left side of the ASPIRE landing page were not working. A work order will be submitted to correct the issue. Upon review of the Research and Resources page, it was suggested to add hyperlinks to all research and resources.

Chair Matson interrupted the webpage presentation to introduce special guest Dr. Zelezny. Dr. Zelezny shared an article by Paul Tough of the New York Times. The article was of a first generation female college student that struggled to succeed and did not have a sense of belonging at her university. Dr. Zelezny stated she has challenged faculty to report what they are doing to make students feel they belong at Fresno State and holds faculty accountable for students feeling a sense of belonging. She further state it is everyone’s responsibility to think about the tone of belongingness broadly with students, faculty, and staff and requested for PCHRE to assist in forwarding this effort. J. Gonzalez offered that there is much literature available on Belonging and will assist Dr. Zelezny in identifying scholars to invite to Fresno State.

Upon Dr. Zelezny’s request, Ms. Clayton-Pederson provided an overview of the Lumina Foundation and the new approach taken to mobilize higher education and remove road blocks. The new approach also provides a financial aid component to help with education funding. Dr. Zelezny also spoke briefly about the grant from the Bill and Melinda Gates Foundation and an app that walks students through the process from K-12 and guarantees the student a spot at Fresno State.

Chair Matson spoke in regards to alignment and that our Strategic Plan is full of inconsistencies in practices and applications and how we need to coral and coalesce what we are doing around diversity. Dr. Zelezny shared her thoughts on alignment by stating that alignment is everyone’s responsibility and the university needs to be intentional about sharing what the responsibilities are. She further noted the Strategic Plan is entering a prep year, which provides a window of opportunity to align strategic plans. Chair Matson thanked Dr. Zelezny for coming to the retreat and sharing her thoughts on Belongingness and that the PCHRE is ready to provide support to forward the effort.

V. Taylor concluded her PCHRE website update with a review of the Google analytics. The analytics presented revealed data related to the number of visitors to each page, the length of time visitors spent on each page, and information indicating how user friendly users find the webpage. The data further revealed there was a spike in user visits the day of and a few days after each of the diversity forums and also after the ASPIRE brochures were introduced. V. Taylor will continue to review the data monthly and provide updates.
VI. Update on Assembly Select Committee on Campus Climate (Attachment C)

In late May or Early June, Chair Matson received an invitation to speak before the Assembly Select Committee, chaired by Assemblywoman Shirley Weber, to share the campus climate related work conducted at Fresno State. Prompted by an incident at San Jose State, a total of four hearing took place in California and involved a series of panels in which invited speakers were allotted six minutes to testify. Amongst the speakers were students who shared their stories of feeling invisible in class, which Chair Matson stated is similar to the stories shared by Fresno State students at the diversity forums. Chair Matson commented that it took great courage for the students to come forward and share their feelings at the hearings. Students’ testified that they felt faculty members needed a better understanding of cultural competency, diversity, and what is happening around the university community in general.

Six weeks after the first hearing, Chair Matson was invited to return and share what the Assembly Select Committee called good “model practices” by Fresno State. The tentative recommendations received from the Assembly Select Committee were provided to members in retreat packet.

Activity – In the interest of time, the activity was tabled.

VII. Diversity Forum Speakers, Topics, and Forum Schedule (Attachment D)

Chair Matson directed members to the handout of proposed speakers for the October 28, 2014, and March 18, 2015 diversity forums. President Castro had shared with Chair Matson that some community groups feel not enough is being done to promote the AANAPISI designation of Fresno State; Fresno State carries both the HSI and AANAPISI designation. A brief bio of the October 28 proposed speaker Dr. Robert Teranishi was provided along with an overview of his work. Dr. Matson proposed inviting Dr. Teranishi to campus as the keynote speaker for the fall diversity forum. J. Gonzales agreed that Dr. Teranishi is an amazing speaker and researcher and was key in the formation of the AANAPISI terminology and supported the idea of inviting him to campus. After a brief discussion the PCHRE members approved of Dr. Teranishi as the keynote speaker for the October 28, 2014, diversity forum.

Dr. Luis Ponjuan was proposed as the keynote speaker for the March 18, 2015, diversity forum. Dr. Luis Ponjuan’s research revolves around the Latino male and higher education. After a brief discussion, PCHRE members approved of Dr. Ponjuan as well. It was also suggested to hold a forum with Belongingness as the topic with both a student and staff panel similar to the forum led last year by Dr. Castro.

Activity: To continue improving the diversity forum and tailoring each forum to meet the needs of Fresno State students, faculty, and staff, the committee engaged in an activity in which they were asked to discuss and respond to the following questions. Responses were recorded on flip chart paper.

- How do we want the President to engage and what commitment does the committee want from him?
- How do we engage AFSA and LFSA?

VIII. ASPIRE Theme 1

Chair Matson introduced F. Lamas, the new Vice President for Student Affairs. F. Lamas shared that he is very impressed by the work of PCHRE and provided a brief summary of discussions held during the Student Affairs retreat the previous day. F. Lamas who is also the team leader for ASPIRE Theme 1 stated it is every division’s responsibility to advance the goal of Theme 1. One area of concern he pointed out to members is how to engage students and how to convince students to attend the programs we offer.

IX. ASPIRE Resource Team – Draft Proposal (Attachment E)

F. Oputa, ASPIRE Resource Team lead, reported that the conversations at the ASPIRE Resource Team meetings are very inspiring. She stated that in the words of Chair Matson, “sometimes we need to go slow to go fast” when it comes to how to be successful on our campus and build a campus climate where everyone feels they belong. To achieve this, the ASPIRE Resource team wants to take their time and implement a program from the ground up so it is embraced and not felt as though it is being forced from the top down. J. Parten and M. Caldwell were thanked for serving on the committee and for providing a helpful human resources perspective.
Members were asked to review the draft proposal included in their retreat packet. F. Oputa reported that there are systems currently in place to handle employee incidences, but it is not known if staff are aware of what the processes are and if those that are aware are making use of available resources. She further noted that the ASPIRE Resource Team would also take care of relational issues within departments in addition to helping to resolve issues between staff.

F. Oputa distributed an update to page three of the proposal and reviewed. The Resource Team is currently developing a schedule to meet regularly to discuss reported incidences and plans to also provide the PCHRE with an annual summary. Additionally, consistency in training is needed for the Resource Team to successfully facilitate resolutions and to continue to provide support for both complainant and respondent when the process is over.

Chair Matson asked what resources are needed from PCHRE to launch the ASPIRE Resource Team in academic year 2014-15. F. Oputa responded that the awareness campaign is ready to launch. The resource team is scheduled to meet on Tuesday, August 26 to discuss resources.

J. Parten clarified that there is a prescribed process at the CSU for students, MPPs, and staff to file a complaint. What the Resource Team is offering is to facilitate dialog between the involved parties if they are willing to participate. If they do not agree with the outcome, both parties can still file a complaint. In closing, Chair Matson stated F. Oputa has great endorsement for this initiative and that the President is excited to see this move forward.

X. Cultural Campus Climate Study (Attachment E1)

Chair Matson introduced A. Sanchez and explained his role in advancing ASPIRE. A. Sanchez provided an overview of the OIE Cultural Campus Climate Study and noted that he, J. Gonzalez, and S. Hernandez worked together with J. Gonzalez taking the lead in drafting the study proposal. The study will be the first on cultural climate at Fresno State. It was decided not to conduct a quantitative study as was done in the past, but to instead conduct a qualitative study, since the past quantitative study was not deemed useful. However, key information items were taken from the previous study to design a new approach.

J. Gonzalez reported they met with many groups including the PCHRE, Provost Leadership team, Faculty, and Student Affairs, amongst others. Groups identified to interview for the study included 14 student groups, 5 faculty groups, 4 staff groups, and 2 administrator focus groups and administrator interviews. IRB approval to conduct the focus groups and interviews was received on April 23. The study will require site leaders to help recruit and secure locations for the groups and data collection. D. Lewis and M. Caldwell were instrumental in helping to identify site leaders for the different groups. A budget of approximately $75,000 for multiple researcher and graduate students was put together for the study. The new budget is approximately $25,000. It is hoped support for interviews, collecting interview data, and connecting with the site leaders can begin this fall. F. Oputa will also be involved in organizing students for focus groups, participate in post focus groups, and may also be involved in the focus groups if she so wishes.

It was recommended to contact site leaders now reserve time on their calendar. It is hoped data collection will be completed by the spring semester. Survey results will be used to not only gain a more accurate picture of the university climate, but also to track ASPIRE goal progress.

XI. Draft Diversity Resource Guide (Attachment F)

V. Taylor briefly described the revisions to the resource guide based on the recommendations of CFED. Feedback from the committee was requested to identify what other resources should be included in the guide, how should the guide be communicated, and if the guide requires further vetting. A. Clayton-Pedersen added that the Diversity Resource Guide supports ASPIRE Theme 4. The following is the feedback provided:

- The President’s statement should be directed to all and not just students
- Title IX does not need to be placed at the beginning of resource guide. Title VII should also be included
- Departments and Faculty resources page should be placed at the beginning of the guide
- Ask ASI President (signed only as ASI President) for a statement affirming their commitment to diversity and place it after the President’s message
XII. Civility, You, and Fresno State Online Module – Revised (Attachment G)

V. Taylor reviewed the revisions to the online module based on recommendations by CFED. Links to literature, provided by J. Moore, related to civility were added to the module. The committee was asked to review and discuss proposed additional resources provide.

XIII. Brochures and Banners – Religious/Spiritual Banner (Attachments H & I)

The proposed photo changes to the ASPIRE brochures were provided to the committee for review. V. Taylor explained that a few photos currently on the brochures are only place holders and will be replaced with more recent photos. She further explained additional photo shoots will be scheduled once the semester begins to ensure we have a full range of photos representing our diverse student, faculty, and staff population. In regards to the spiritual banner, this item is still outstanding and will be addressed at a later meeting.

XIV. Road Map for 2014-15 – This item was not addressed.

X. Accountability/Wrap Up

A. Clayton-Pederson asked members to take a minute and note what they think is their most important challenge to address in the 2014-15 year as a group.

Next Meeting: TBD