President’s Commission on Human Relations & Equity  
DRAFT Meeting Notes  
Thursday, September 25, 2014

Present:
Ronald Avedisian  Janice Brown  Michael Caldwell  
Lizbeth De La Cruz  Joy Goto  Brittny Grice  
Susana Hernandez  Andrew Jones  Frank Lamas  
Cindy Matson (Chair)  Lisa Misipeka  Dennis Nef  
Francine Oputa  Jan Parten  Christina Roybal  
Angel Sanchez  May Yang

Absent:  
Judy Clement  Susan Elrod  Alex Espinoza  
Julie Moore  Brian Tsukimura

8:15 a.m. – 3:00 pm  
HAAK Conference Room 4115  
Meeting commenced at 1:00 p.m. A quorum was present.

I. Announcements

a. New Members: Chair Matson introduced and welcomed new members Dr. Dennis Neff, and Senate appointees Julie Moore, and Joy Goto.

b. HEED Award: Chair Matson announced that Fresno State received the 2014 Higher Education Excellence in Diversity (HEED) award from “INSIGHT Into Diversity” magazine, one of the nation’s largest diversity-focused publication in higher education. Fresno State was one of 82 recipients. Members are encouraged to add the HEED logo to their webpage and those interested in adding the logo to their digital signature, letterhead, etc. can contact V. Taylor for an electronic copy.

Action Item: V. Taylor will send electronic copy of HEED logo to members to display on their webpage, electronic email signature, letterhead, etc.

c. The Holistic Cultural and Education Wellness Center (HCEWC): Chair Matson reported that the ASPIRE Steering Committee discussed the cultural competency workshops offered by HCEWC at the September 11 meeting. She briefly provided an overview of the workshop and noted that participants that complete the HCEWC workshop series receive a certificate of completion. V. Taylor is scheduled to meeting with Director Susan Vang-Xiong on Monday, September 29 at 10:00 a.m. The purpose of the meeting is to determine if there is an opportunity for a partnership between what HCEWC has to offer and what Fresno State is aspiring to offer in regards to cultural competence. F. Oputa provided African American cultural competency workshops for HCEWC in the past. Chair Matson invited interested members to attend the meeting.

Action Item: V. Taylor will send a calendar invitation to F. Oputa for the September 29 meeting with Susan Vang-Xiong of HCEWC.

F. Oputa provided members with copies of the Hispanic Heritage Month calendar of events and the Welcoming Diversity One-Day Prejudice Reduction Workshop flier. The one-day workshops are scheduled throughout the academic year. Due to illness the October 1 workshop is rescheduled for November 1. F. Oputa noted those interested in attending should register via the website provided on the flier. She further reported there are many events scheduled during Hispanic Heritage Month which runs September 15 – October 15.
Chair Matson stated that there was a miscommunication regarding the hanging of the Hispanic Heritage Month banners and the banners were not displayed in time for the September 15 beginning of Hispanic Heritage Month. If members receive feedback regarding the absence of the banners, Chair Matson requested for committee members to explain we are aware of the error and steps are being implemented to assure banners are hung in a timely manner for each federally recognized heritage month.

**Action Item:** V. Taylor will track the timing of the banners more closely in the future to assure the heritage banners are displayed in a timely manner.

On Friday, September 26, 2014, the Department of Communications is hosting a workshop entitled Diversity Training from 1:00 p.m. to 3:00 p.m. at the Smittcamp Alumni House. Also on Friday, September 26 from 5:00 p.m. to 6:00 p.m. in conference room 191 of the Peters Building, Dr. James Saucedo will offer a Chicano poetry performance. Chair Matson noted, and V. Taylor confirmed, this event is a LEAD event and can be found on the LEAD calendar.

**Action Item:** J. Parten will check if the September 26 event is on Bulletin Board.

J. Brown announced that Services for Students with Disabilities (SSD) will celebrate 40 years of service this fall. On October 8, 2014, from 8:00 a.m. to 1:00 p.m., SSD will host an Open House and provide an opportunity for the campus to learn about the services they offer. The SSD lab will offer hands-on demonstrations during the Open House event. J. Brown noted the biggest challenge they have is communication, but will work with Kathleen Schock of University Communications.

**Action Item:** V. Taylor will also assist J. Brown in announcing the Open House event.

### II. Diversity Forums

**a. October 28, 2014:** Current AFSA President Martha Vungkhanching was invited to participate in the forum discussion. Chair Matson directed the committee to the draft diversity forum schedule that mirrors the schedule used in the past. Chair Matson and V. Taylor met with M. Vungkhanching on September 8 to discuss AFSA participation in the October 28 forum. The draft agenda outlines the forum activities for the day beginning with a Student Open Mic that should line-up with student class times. AFSA is invited to assist in identifying students for the morning panel and either AFSA or PCHRE will develop the prompts. Dr. Teranishi will speak on Asian and Pacific Islander issues and the sub demography within the Asian and Pacific Islanders and issues that impact those students. V. Taylor will take the lead with Chair Matson and A. Espinoza in the naming of the upcoming forum themes.

Chair Matson asked the committee if there are specific issues that should be raised with the students or the student groups. Discussion ensued regarding a possible theme for the forum.

**Theme Suggestions:**
- How Fresno State augments cross cultural competency amongst students (B. Grice)
- Symbolic Annihilation – Not being part of the discussion through exclusion not overt, but symbolically (A. Jones)
- Stereotyping (J. Brown) J. Brown also shared a conversation she had with a student in regards to how the Asian culture is perceived and mocked.
- Marginalization (M. Caldwell)
- Bi-racial Student Aspect (L. Misipeka) L. Misipeka stated the bi-racial group sometimes gets lost. Let them know it is okay to be mixed. She also shared the Bulldog Bowl technique to encourage volunteerism amongst students.

J. Goto noted a survey was given to the AAPI student population last year. Ten questions were asked of the students and the data was summarized and presented. It was suggested to present the
same questions to the student panel. Chair Matson stated the results were also presented to the Academic Leadership Team, but did not believe it was presented more broadly across campus. She agreed it would be an interesting set of questions for the AFSA panel.

M. Vungkhanhancing noted that for the second forum panel, G. Gong will present the finding of the study J. Goto referenced and three other faculty will also discuss the findings as well as other topics under developed. She noted the findings show that 50% of AAPI students graduate less than other students. Retention was also another big issue. Chair Matson noted the student-led panel is an opportunity for students to hear from other students and for the rest of the university community and PCHRE to have an “awakening” about what some students are experiencing in our community and in our classrooms.

F. Lamas offered suggestions for marketing the forum that included reaching out to the residence halls, clubs and organizations, student leaders and others to get them to be a part of the forum. Chair Matson noted is has been a challenge finding the right motivators to get students to attend.

A. Jones commented that the colleges of Social Sciences and Arts and Humanities most likely will attend the forum, but professional schools, such as the school of business that has exempted all their majors from taking multi-cultural and international classes. They are not getting exposed to the broader campus community.

F. Oputa reported that Dogs United is being revamped to allow students to use QR codes and online registration to attract more student participation. The group that participates in Dogs United and attends the most events receives the Diversity Cup at the end of the year. This forum is the perfect opportunity to re-launch Dogs United.

During FresnoWow students participated in a competition in which “passports” were stamped by attendants at each booth. This encouraged students to visit information booths. It was suggested to use the same or similar approach for the forum.

M. Yang suggested involving campus student groups in the choosing of panel participants and for forum prompts. New student officers are in place and would be interested in participating. Chair Matson will work with M. Yang to identify student organizations.

A. Sanchez suggested taking lessons learned from the last forum and sharing them with students followed by a “did you know” type question. It will build awareness.

S. Hernandez suggested asking Dr. Teranishi to facilitate a conversation around the fact that many are unaware of what the AANAPISI designation means. It can be used as a starting point to engage as a community to clarify what it means from an external perspective.

**Lunch Theme Suggestions:**

- What the AANAPISI designation means to Fresno State.
  - Facilitated discussion on how to bring groups together to celebrate and recognize the differences. Have Dr. Teranishi facilitate so we have action items to look at for the next year.

**Luncheon Guests:** Chair Matson briefly review the Campus Organization Leaders list included in the meeting packet. It is preferred to keep the guest list at 35 – 40. Additional guests recommended to invite:
  - Franklin Ng, Anthropology Department.
  - Muslim Student Association
  - Academic Senate
Chair Matson reiterated we will need assistance with identifying students from M. Yang and AFSA for the student open mic. Chair Matson will conduct the first review of questions with V. Taylor and A. Clayton-Pederson or K. Iwata. The AFSA panel will address the results of the study conducted last year. M. Vungkhanching will provide the names of the panelists and the topics they will discuss.

It was noted the main purpose of the morning panel was to focus on students and the luncheon was to initiate conversation with faculty and staff around issues they face interacting with students that face the issues discussed in the forum and recruitment and retention. F. Oputa commented that it was decided at the last forum planning group that the luncheon would focus on faculty and staff and the challenges they face with culture and heritage.

**Action Items:**
- V. Taylor will confirm the Student Open Mic lines-up with class times and confirm reservations for the library conference rooms.
- V. Taylor will take the lead with Chair Matson and A. Espinoza in the naming of the upcoming forum themes.
- V. Taylor will work with S. Armbruster to distribute the forum information to the right persons.
- Work with M. Yang to identify student organization that would be interested in participating in the choosing of the student panel and developing prompts.
- Work with L. Misipeka and C. Roybal to identify a student athlete for the panel.
- Touch bases with Frances Pena-Olgin regarding insight she and Christina Garcia may have in addressing Native American student issues.
- M. Vungkhanching will provide the names of the AFSA panelists and the topics they will discuss.

Chair Matson reminded the committee that one of the main issues discussed during the PCHRE retreat was how to engage the President more with the forum. It was decided to conduct the afternoon interview in a casual interview style format with pre-populated questions. Dr. Castro would have the opportunity to respond to Dr. Teranishi. The last 20-30 minutes of the forum would be for questions for the audience. Immediately following the forum will be a reception. J. Brown will reserve interpreters for the event once the schedule has been finalized. One hour will be needed for the AFSA panel discussion. M. Yang and L. De La Cruz will assist in bringing students to the forum. They will provide V. Taylor with a list of names and email addresses.

**Action Items:**
- Finalize agenda and send to J. Brown so she can reserve interpreters for the event.
- One hour is needed for the AFSA panel discussion.
- M. Yang and L. De La Cruz will assist in bringing students to the forum. They will provide V. Taylor with a list of names and email addresses.

M. Vungkhanching confirmed AFSA will provide panel participants and discussion prompts for the AFSA panel discussion and will also assist in identifying students for the morning student panel. Student questions will be sent to M. Vungkhanching for review to see if anything was missed. J. Goto volunteered to assist in identifying students for the panel. Assistance in identifying faculty classes is also needed.

The spring Diversity Forum is scheduled for March 13, 2015. Dr. Luis Ponjuan will be keynote speaker for the event.
III. ASPIRE Resource Team Launch
F. Oputa provided a brief update on the progress of the launch. She directed the committee to page three of the ASPIRE Resource Team proposal and provided an overview. The team has focused conversation on being preventative, how to create a culture that prevents these kinds of things from occurring. How people are treated and how they may have a sense of not belonging are often very subtle. The team felt a need to move deliberately and intentionally in developing the resource team. The focus is on steps two and four of Next Steps/Launch. A three-day train the trainer workshop will take place in January. The international team from NCBI will conduct the training and there will be an application process in order to attend.

A segment of the video entitled Drop by Drop was played for the committee. The video is meant to stimulate conversation. The expected launch date of the ASPIRE Resource Team is October 28. The team is comprised of F. Oputa, J. Parten, M. Caldwell, B. Grice and J. Pitt.

IV. Civility, You and Fresno State Module Facilitation Guide
Chair Matson asked for volunteers to review the facilitation guide. J. Parten, B. Grice, J. Brown and M. Caldwell volunteered to assist Chair Matson and V. Taylor in review the guide. The guide will be reviewed and will be ready for the committees review by the next meeting date in October.

The remainder of the agenda items were tabled until the October meeting. The meeting adjourned at approximately 2:30 p.m.