3:30 – 5:00 p.m. Haak Center Boardroom, HML 4115

I. Welcome

II. PCHRE
   A. Approval of Meeting Notes
   B. Priority Strategies/Activities for 2012-13 and Beyond
      Working Definition for Cultural Competency - 15 minutes
   C. Diversity Plan Framework/Model-Group by Theme (Report Out) - 30 minutes
      Incorporation of Consultation Group Feedback –Share Feedback - 15 minutes
   D. 2012-13 Schedule/Timeline

III. Diversity Definitions

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

   • Inclusion: The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, in the
co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might
connect—in ways that increase one’s awareness, content knowledge, cognitive sophistication, and empathic
understanding of the complex ways individuals interact within [and change] systems and institutions.

   • Equity (student focus): The creation of opportunities for historically underrepresented populations to have equal
access to and participate in educational programs that are capable of closing the achievement gaps in student
success and completion.

       Source: Association of American Colleges & Universities Website, 2011

   • Equity (employee focus): The creation of opportunities for historically underrepresented populations of
employees (faculty and staff) to have equal access to professional growth opportunities and resource networks
that are capable of closing the demographic disparities in leadership roles in all spheres of institutional
functioning.

       Source: Clayton-Pedersen, 2011 Adapted from the University of Southern California’s Center for Urban Education’s Equity Scorecard™

IV. Parking Lot Items:

1. 9/23/11 - College – specific reports on the website? (Juan Carlos)
2. 9/23/11 - NCAT (Course Redesign)
3. 9/23/11 - Do we have peer institutions by which we compare ourselves in terms of our work on institutional
diversification? (Juan Carlos)
4. 9/23/11 - Publicize cultural benefits of globalizing Fresno State, not just focus on $ benefits (Juan Carlos)
5. 9/23/11 - President Welty & BOT endorsement of Fresno State Diversity Plan?
6. 10/07/11 - Potential Research Projects for Graduate Students (Juan Carlos)
7. 11/4/11 – Include the word – “Inclusion” in the name of this document (Francine)

V. Next Meeting: Friday, October 19th, from 3:30 – 5:00 p.m. in the Haak Center Boardroom, HML 4115