

2011-12
CALIFORNIA STATE UNIVERSITY, FRESNO

**PRESIDENT’S COMMISSION ON
HUMAN RELATIONS AND EQUITY**

Agenda
Tuesday, March 27, 2012

2:00 p.m. – 4:00 pm

Henry Madden Library Room 3212

I. Welcome

II. PCHRE

A. Summary of *Where we are and what it will take to get us where we want to go?*

B. Review of the Diversity Definitions

**Diversity
Inclusion
Equity (*Student Focus*)
Equity (*Employee Focus*)**

C. Preparation for the Campaign

**Tools Available
Alma Briefly Model a Facilitation
Practice with Partner Facilitator**

D. Debrief

Share presentation content issues and levels of comfort and discomfort.

III. Diversity Definitions

- *Diversity*: Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability 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, April 13th, from 1:00 – 3:00 p.m. in the Haak Center Boardroom, HML 4115