

President's Commission on Human Relations & Equity

Meeting Notes

Friday, November 2, 2012

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**Present:**

Marc Barrie  
Janice Brown  
Lance Burger  
Alex Espinoza  
Xuanning Fu  
Juan Carlos Gonzalez

Suzanne Kotkin-Jaszi  
Dawn Lewis  
Arthur Montejano  
Liliana Ocegueda  
Paul Oliaro  
Francine Oputa

Jan Parten  
Jenelle Pitt  
Christina Roybal  
Cindy Teniente-Matson  
Brian Tsukimura  
Paul Yunouye

**Absent:**

Juanita Aguilar  
Michael Caldwell  
Joe De Los Santos

Teresa Huerta  
Israel Lara  
Ramakrishna Nunna

Elizabeth Potter  
Klaus Tenbergen

**3:30 p.m. –5:00 pm**

**Haak Center Boardroom, HML 4115**

Meeting called to order at 3:35 p.m.

**I. Welcome**

Chair Teniente-Matson welcomed the commission and provided a brief overview of the agenda items.

**II. PCHRE**

**A. Approval of Meeting Notes**

Chair Teniente-Matson requested that the commission review the draft meeting notes. The meeting notes were approved as written.

**B. Diversity Plan – Incorporation of CFED Feedback**

Chair Teniente-Matson asked Dr. Suzanne Kotkin-Jaszi provide an update on the feedback from the CFED meeting. She explained that CFED approved the draft plan with the incorporation of a few minor edits to Theme 3 (Promoting and Supporting Excellence in Teaching, Learning and Scholarship). Dr. Dawn Lewis, Professor Alex Espinoza and Ms. Jan Parten also attended the meeting. Dr. Lewis summarized the feedback that included: the recommendation to include study abroad and foreign languages, clarification on indicators (specifically what and who would evaluate the indicators), and a minor revision to one strategy and one action item.

Dr. Lewis and Professor Espinoza revised the plan to incorporate CFED's feedback. Dr. Lewis advised the commission that the study abroad and foreign languages were addressed in other areas of the plan, and as a result these were not included in the revision of the theme.

Dr. Kotkin-Jaszi informed the commission that CFED passed a motion to endorse the document, with the incorporation of minor revisions.

Chair Teniente-Matson thanked Dr. Kotkin-Jaszi for convening the CFED meeting. She also thanked Dr. Lewis, Professor Espinoza and Ms. Parten for participating in the CFED meeting and sharing the feedback with the PCHRE.

### C. Priority Strategies/Activities for 2012-13 and Beyond

#### 1.) Revisit Actions and Indicators

Chair Teniente-Matson provided instructions for the subgroup assignment. Commission members were asked to review the revised themes and indicators to ensure that inconsistencies were addressed. Chair Teniente-Matson referred to the summary of catalogued inconsistencies as a resource tool for the subgroup assignment. The commission members were dismissed for the subgroup activity and were advised that the meeting would reconvene in twenty-five minutes.

After the subgroup activity, Chair Teniente-Matson asked Dr. Fu to provide a brief explanation on the revised indicators. He assured the commission that his intent was to revise the content so that each indicator could be measured while maintaining the commission's original ideas. Dr. Fu shared numerous examples of the methodology for providing, selecting and writing indicators. He informed the commission that the revised indicators were rewritten to be more specific and were also numbered rather than bulleted. Although the indicators were condensed, Dr. Fu advised the commission that there might eventually be a need to use many specific indicators. He emphasized that the indicators are considered a working document.

Dr. Alma Clayton-Pedersen stated that indicators should help identify whether or not the university is making progress. Dr. Fu agreed, but recommended that the commission should start with a few indicators.

Chair Teniente-Matson thanked Dr. Fu for explaining the rationale in rewriting the indicators. She recommended that the subgroup for each theme meet with Dr. Fu to work on the indicators in order to ensure that original ideas are maintained. All indicators would then be brought back for discussion at a future meeting. Dr. Alma Clayton-Pedersen added that the indicators should be discussed at a commission meeting not only for preciseness but also accurateness to measure progress. She recommended that the commission consider stating specific values within the indicators.

A brief discussion ensued on specific indicators. Chair Teniente-Matson encouraged the specific concerns to be addressed in the subgroup indicator discussions with Dr. Fu.

Chair Teniente-Matson requested that each subgroup leader submit edits as soon as possible. The minor edits would need to be incorporated into the documents in preparation for the November 5<sup>th</sup> Academic Senate meeting.

The commission requested that Chair Teniente-Matson emphasize that the indicators are still under development. Chair Teniente-Matson agreed.

As the meeting adjourned, Chair Teniente-Matson requested that each commission member review the tentative preamble and submit comments and/or feedback prior to the November 28<sup>th</sup> PCHRE meeting. She also asked each commission member to review the Rise to Excellence newsletter and submit comments and/or feedback by November 15<sup>th</sup>. The Rise to Excellence newsletter will be sent out prior to Thanksgiving Break.

Meeting adjourned at 5:05 p.m.

### 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™

- *Cultural Competence*: The state of having and applying knowledge and skill in four areas: awareness of one's own cultural worldview; recognition of one's attitudes toward cultural differences; realization of different cultural practices and worldviews; and thoughtfulness in cross-cultural interaction. Over an extended period of time, individuals and organizations develop the wisdom and capability to: 1) examine critically how cultural worldviews influence perceptions of power, dominance and inequality; and 2) behave honorably within the complex dynamics of differences and commonalities among humans, groups and systems.

#### **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:** Wednesday, November 28<sup>th</sup>, from 3:30 – 5:00 p.m. in the Haak Center Boardroom, HML 4115