

President's Commission on Human Relations & Equity

Meeting Notes

Friday, March 15, 2013

Present:

Juanita Aguilar
 Marc Barrie
 Janice Brown
 Lance Burger
 Michael Caldwell
 Alex Espinoza
 Juan Carlos Gonzalez

Jody Hironaka-Juteau
 Teresa Huerta
 Dawn Lewis
 Ramakrishna Nunna
 Liliana Ocegueda
 Francine Oputa
 Jan Parten

Jenelle Pitt
 Christina Roybal
 Angel Sanchez
 Cynthia Teniente-Matson
 Brian Tsukimura

Absent:

Juanita Aguilar
 Joe De los Santos
 Xuanning Fu
 Suzanne Kotkin-Jaszi

Israel Lara
 Arthur Montejano
 Paul Oliaro
 Elizabeth Potter

Paul Yunouye

Guests:

Darlene Murray

Lindsey Burgess

11:30am- 1:00pm p.m.**Vintage Room**

Meeting called to order at 11:30am

I. Welcome

Chair Cindy Teniente-Matson welcomed the commission members provided a brief overview of the agenda items. Dr. Jody Hironaka-Juteau announced the selected title for the diversity plan: A Strategic Plan for Inclusion, Respect and Equity (ASPIRE).

II. PCHRE**A. Approval of Meeting Notes from 1/15/13 and 2/15/13**

Dr. Hironaka-Juteau requested that the commission review the meeting notes for significant changes and/or corrections from the January 15, 2013 and February 15, 2013 meetings. For the January 25, 2013 notes, Dr. Juan Carlos requested the addition of two individuals that will be assisting with the Center for the Recruitment of Retention of Minority Faculty, Staff and Administrators.

It was MSC to approve the notes of the January 15, 2013 meeting with the aforementioned edit. It was MSC to approve the notes of the February 15, 2013 meeting.

B. Ideas for ASPIRE's launch

Dr. Hironaka-Juteau requested that commission members suggest ideas for upcoming venues for the launch of ASPIRE. Chair Teniente-Matson reminded the commission of upcoming campus events such as: Amerasia Week, Diversity Awareness Week, Vintage Days and the Wayfinding Signage Program Launch.

Chair Teniente-Matson informed the commission that the Wayfinding Signage Program will enhance the visual aesthetics of nine landmarks across the campus and includes areas such as the peace garden, memorial fountain and the rose garden. Chair Teniente-Matson pointed out the overlapping connections

between theme four and the Wayfinding Signage Program which both highlight campus culture and symbolism.

Commission members suggested that the PCHRE order a variety of giveaway items with ASPIRE. Items could be disseminated at various upcoming campus events. The following suggestions were made by commission members:

- ASIPRE Buttons
- A Smart Phone App
- ASPIRE Post It Notes
- V Neck Sweaters or Shirts
- Tumbler Cups
- ASPIRE Banner
- Advertisement in the Commencement Ceremony Book

C. Important Updates

Dr. Hironaka-Juteau introduced Dr. Angel Sanchez, Director of the Office of Institutional Effectiveness. Dr. Sanchez provided a brief history of his work with CSU Stanislaus and shared his enthusiasm about joining the commission. Commission members welcomed Dr. Sanchez and provided a brief round of introductions. Chair Teniente-Matson suggested Dr. Sanchez meet with Dr. Xuanning Fu and Dr. Hironaka-Juteau before the next PCHRE meeting to discuss future reporting on indicators and measures.

Indicator updates:

Dr. Hironaka-Juteau reviewed an updated version of the indicators. Changes were made to indicators based on the feedback provided at the February 15, 2013 PCHRE meeting.

Modifications included the following:

- Theme one: federal designation added
- Theme two: word sequencing for faculty, staff and administrators
- Theme three: footnote added for clarification measurements are not intended to compare or measure individual faculty members, schools or colleges.

President's Revised Statement:

Dr. Hironaka-Juteau reviewed the edited version of the approved and revised President's Diversity and Inclusion Statement. The updated version integrates the broad use of language from the plan and also infuses the concept of cultural competence which was not present in the previous document.

Commission members suggested that the statement address discrimination, marginalization or microaggression to acknowledge that the campus community shall respect differences of opinion. Chair Teniente-Matson requested that Ms. Lindsey Burgess make note of the suggestion for addition into the document.

Parent Brochure Update:

Dr. Hironaka-Juteau provided an updated copy of the parent brochure for commission members to review. She reminded the commission that all photos were not yet displayed as photo shoots were scheduled for the

following week. The front cover will be updated with 20 photos of the university's student, faculty, staff and administrators. She requested that the commission submit suggested edits by Wednesday, March 20, 2013.

After reviewing the brochure, commission member suggested that the brochure incorporate more Latino representation and includes more photos of people other than students.

Chair Teniente-Matson reminded the commission that once the front cover is complete, there will be more representation of various racial and ethnic backgrounds, including more faculty, staff and administrators.

D. Diversity Awareness Week

Dr. Francine Oputa disseminated a draft of a calendar of events for Diversity Awareness Week. The theme for this year's event is "Diversity Realized." Joshua Freidenburg will be the keynote speaker for the conference. Dr. Oputa encouraged commission members to attend the Annual Diversity Conference which will promote cross cultural interactions through a charette style process. The goal of the conference is to create a plan that will facilitate and enhance cross culture interactions among students, faculty, staff and administrators. At the end of the year, groups will be recognized for promoting and attending cultural events.

Chair Teniente-Matson suggested that Dr. Oputa meet with Mr. Marc Barrie to increase staff awareness of this event. Dr. Juan Carlos advised the commission that he would make the announcement at the faculty assembly.

E. Work Group Activity: Secondary/Tertiary Priorities

Dr. Jody Hironaka-Juteau provided directions for the work group activity. She requested that commission members gather in the pre-assigned groups to identify the responsible department and/or division for the secondary and tertiary action items. Dr. Hironaka-Juteau collected the spreadsheets and will compile the suggestions to share with the President's Cabinet members.

F. Next Steps

Dr. Hironaka-Juteau thanked the commission for their time and continued efforts as the commission moves forward in the implementation of the plan. She will provide the commission with a draft of the formalized communication plan at the April 12, 2013 PCHRE meeting. Dr. Hironaka-Juteau reminded the commission to finish the group activity and submit the completed spreadsheets by Wednesday March 20, 2013.

Meeting Adjourned at 1:00pm

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™
- *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: Friday, April 12th, from 11:30 a.m. – 1:00 p.m. in the Vintage Room