

2012-13
CALIFORNIA STATE UNIVERSITY, FRESNO
**PRESIDENT'S COMMISSION ON
HUMAN RELATIONS AND EQUITY**
Agenda
Friday, April 12, 2013

11:30 a.m. – 1:00 p.m.

Vintage Room

I. Welcome

II. PCHRE

- A. Approval of Meeting Notes from 3/15/13 (5 minutes)**
- B. Cabinet Review of Action Plan (5 minutes)**
 - a. All priorities currently under review
- C. Communications (20 minutes)**
 - a. Diversity and Inclusion Statement
 - b. Brochure
Status of Parent, Student, Staff, Faculty Administrators, Community
 - c. Rise to Excellence
 - d. Website
 - e. Communications Plan
 - a. San Diego State Diversity Video Clip
- D. Diversity Awareness Week – April 21-27 (20 minutes)**
 - a. Finalize sign-ups for staffing events
 - b. Diversity Wheel
 - c. Give-away items
- E. Reporting Framework (5 minutes)**
- F. Next Steps (5 minutes)**
Next Meeting – May 3, 2013

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.

- *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, May 3rd, from 11:30 a.m. – 1:00 p.m. in the Haak Center Boardroom, HML 4115