

**President's Commission on Diversity
Meeting Notes – February 1, 2016**

Present: Andy Feinstein, Stacy Gleixner, Debra Griffith, Navpreet Kaur, Michael Kimbarow, Sue Martin, Lydia Ortega, Fernanda Perdomo-Arciniegas, Michael Randle, Jeanette Somo, Meg Virick, Hyon Chu Yi-Baker.

Absent: Reggie Blaylock, Astrid Davis, Frances Howard, Andrew Hsu, Veronica Mendoza Hand, Mary Okin, Julie Paisant, Hector Perea, Itza Sanchez.

GUEST: Sarita Bronstein, Executive Director, Hillel of Silicon Valley.

Co-Chair Feinstein brought the meeting to order at 10:05 a.m. - Updates on action items:

1. **Update on Diversity Awards** (Stacy Gleixner): The overall sentiment is to hold the SJSU Arthur Dunklin Awards/Diversity Champions Luncheon events every other year. These two events are not happening this year. The Arthur Dunklin Awards recognize four individuals – a student, administrator, faculty and staff member – for helping to create a welcoming inclusive and supportive campus community by modeling diversity and inclusive excellence. Assemblymember Evan Low has contacted us to give commendations from his office again to students. His commendations recognize ten SJSU students for their work in diversity and inclusive excellence.

There are endowment opportunities through University Advancement to offset event cost/expenses. The President's Office has been using campus climate account monies to cover expenses for these events, but would be good to explore the idea of putting through an endowment request. To that possible end, the PCD will invite Vice President for University Advancement, Paul Lanning, to attend the commission's March meeting, to speak about the process for requesting endowments.

Next Steps:

- Arthur Dunklin Awards/Diversity Champions Luncheon will be scheduled every other year
 - VPUA Paul Lanning will be invited to attend March PCD meeting to discuss Endowment opportunities.
 - Assemblymember Evan Low will once again recognize 10 SJSU students for their work in diversity and inclusive excellence. Advancement's Government Relations will work with him on this.
2. **Details/Finalize Working Groups for "Campus Conversations"** (Stacy Gleixner): The PCD discussed the brainstorming ideas google doc for planning a "Day of Conversation" event on the campus climate survey results. Several ideas surfaced as follows:
 - a. The overall idea is to engage students, faculty and staff to analyze/discuss the campus climate survey results and individually get to a place where folks see themselves as part of

- the SJSU community and take ownership of the survey results and put forth recommendations to resolve our campus climate issues.
- b. Having the faculty work with students to learn to analyze the campus climate survey results data surfaced as a first step idea.
 - c. Hold a Spring Open Forum to present the campus climate survey results and engage campus community to discuss the survey findings and make suggested recommendations to move the campus forward toward creating a more welcoming campus community. Identify campus folks who can serve to maintain good level of conversation and be able to answer tough questions.
 - d. Survey results presentations to the different campus councils/groups, such as SALT, Academic Senate, Associated Students, AALT, will continue this semester. So far, presentations have been made to the President's Cabinet, the PCD and the University Council of Chairs and Deans (UCCD). PCD member Meghna Virick, IEA Research Coordinator John Briggs and IEA Director Scott Heil will continue to serve as the survey results presenters.
 - e. Use the spring semester to disseminate/discuss campus survey results (address, validate and acknowledge) and then use the fall semester as the "action" semester where campus community can be ready to take ownership and action on working to create a more welcoming campus community.
 - f. Creating smaller group discussions – or join groups already meeting.
 - g. Creating class discussions – have faculty teach students how to analyze data.
 - h. Ask who interested in reviewing survey results data.
 - i. Use beginning of semester faculty meetings to engage in survey results conversations.
 - j. Launch a social media campaign.

Next Steps:

- Meg will work with IEA to schedule presentations for stakeholders. Hyon Chu will work with them to find qualified people to be present at each one to address difficult and sensitive issues that may arise.
- The President's office will work on a date and venue for an all campus open forum to present the results to the broader campus.
- Stacy will work with the students on social media engagement of students.

3. Updates on the Action Items PCD Flagged to move to the next level – Specifically Item 1 and 2 (Stacy Gleixner):

Action Item #1 – Office of Diversity and Inclusive Excellence:

Permanent resources on the university budget have been allocated to the Office of Diversity and Inclusive Excellence. Ms. Diana Harris Epps was hired as the Title IX Officer with position effective September 21, 2015.

The Chief Diversity Officer (CDO) search is underway and will be completed this semester. The cabinet is working on locating space for the physical offices for the Office of Diversity and Inclusive Excellence.

Next Steps:

- The PCD will discuss any work that needs to be done this spring to set the foundation for the new CDO/Office of Diversity and Inclusive Excellence.

Action Item #2 – Campus Climate Survey:

The PCD is developing a means to get input from campus on the actions that should result from the campus climate survey results.

Next steps:

- The PCD need to engage the campus in conversation about the campus climate survey results, with the goal of soliciting recommendations on specific actions the university can take moving forward in creating a more welcoming and inclusive campus climate.
- The PCD reviewed the Diversity Master plan to identify action items that have not materialized, for the new CDO to work on upon arrival. If PCD members have any suggested edits to the status of each item, they should email Stacy.

4. Concerns of Jewish Students on Campus – Sarita Bronstein time certain:

Ms. Sarita Bronstein, Executive Director of Hillel of Silicon Valley (a home away from home inspiring Jewish students to connect to Jewish life and Israel) addressed concerns about the safety and well-being of Jewish/Israeli students who are experiencing an increasingly hostile environment. Much more attention needs to be given to this complex issue so that Jewish students can feel free to be openly Jewish and feel safe expressing support for Israel. An increasing percentage of Jewish students are reporting having witnessed or experiencing anti-Semitism on campus. The divestment resolution passed by our Associated Students last fall created increased tension between the members of our campus and extended community.

Several recommendations for resolution where put forth to the PCD by Ms. Bronstein as follows:

- Establish a Jewish Success Task Force.
- Jewish representation on PCD.
- Disciplinary process for those creating disruption/intimidation or stereotypical allegations about Jews.
- Building of campus community platforms for civil discussions.
- Offered grants for funding efforts.
- Work to help Palestinians/Israelis bringing funding/speakers.

The meeting adjourned at 11:30 a.m. The next meeting is scheduled for Monday, March 7, 10:00 to 11:30 a.m., in ADM 167.