

**President's Commission on Diversity
Meeting Minutes – March 9, 2015**

Present: Astrid Davis, Andy Feinstein, Debra Griffith, Lynda Heiden, Fernanda Karp, Carmen Lara-Kirkpatrick, Aditya Mairal, Veronica Mendoza Hand, Julie Paisant, Itza Sanchez, Renee Barnett Terry, Meg Virick, Hyon Chu Yi-Baker.

Absent: Stacy Gleixner, Andrew Hsu, Lydia Ortega, Mary Okin, Michael Randle

Co-Chairs Feinstein and Barnett brought the meeting to order at 10:05 a.m.

Updates on action items:

1. Reporting/Tracking of Hate Messages (Chief Peter Decena):

Hate messages/vandalism against an individual or group of individuals because of their perceived race, color, religion, sexual orientation or gender are categorized as “hate incidents.” They may not meet the definition of a “hate crime” (defined as criminal acts), but they leave individuals feeling victimized and can lead to criminal behavior. As is the case with any incident, University police takes a report and launches an investigation, which remain open and is tracked with the hope identifying and legally holding accountable those who perpetrate the act/s. Hate messages/vandalism is considered a misdemeanor offense. If a student is identified as having committed the hate incident, the student is referred to campus Student Conduct Office and are asked to reimburse the University for the Cost of repairs, which are handled by FD&O.

Using the “See something, Hear Something, Say Something” protocol is a good way to report any crime. SJSU does not in any way condone behavior such as the reported vandalism and takes every step necessary to uphold our university values to treat each other with respect and civility.

2. Anti-Semitism (Lynda Heiden): Lynda addressed her concern about two recent disturbing articles that appeared in *Inside Higher Education*. One is the findings of a survey of Jewish college students, revealing that over 50 percent of respondents felt they had been subjected to anti-Semitism since the beginning of the 2013-14 academic year. High rates of anti-Semitism also were reported at institutions regardless of location or type of institutions with rates tending to be higher at public colleges. The report defines anti-Semitism as prejudice or discrimination against Jewish people, involving bigotry, bullying, defamation, stereotype or hate crimes.

The other article speaks to an anti-Semitic website that is publishing pictures and biographies of Jewish professor at the UC, Los Angeles law school, noting the posting of names and pictures of Jewish faculty with racist comments.

This speaks to sort of the same growing concerns that our own Jewish community is experiencing and asked if the PCD should take steps to address this issue and/or respond to our campus in some manner.

Next Steps:

- Look into addressing overall campus not feeling safe/welcomed. Perhaps have a venue where they can meet to voice concerns.
 - Look into bringing back the campus “Difficult Dialogues” that professor Shawn Spano started back in 2004 with support from the Ford Foundation.
 - Look into addressing these issues before the Chief Diversity Officer position is put in place.
3. **Campus Climate Survey (Meg & Lydia):** The final pilot for each of the surveys has been taken care of with good feedback received. The student survey will be sent first, followed by the faculty and staff surveys. Director Mike Cook from Information Technology Services (ITS) will be sending the surveys. The deadline to complete the surveys will be two weeks from the date sent. A reminder to complete the survey will be sent to everyone, even if they have responded.

Next Steps:

- All surveys ready for distribution. Mike Cook from ITS will be sending the surveys.
4. **Spring Forum/s (Stacy, Itza, Michael, Fernanda, Mary, Veronica, Carmen, Aditya):** The Spring Open Forum date and location have been confirmed (Tuesday, April 28, 12:00 to 2:00 p.m., in the S.U. Theater). The stage is small and will not allow for using the same setup as last time (there is no option for the screen above the panelists). However, we can start with the screen down and speaker at a podium on the side for the presentation part. Then raise the screen to reveal tables and chairs for panelists behind the screen. President Qayoumi will welcome all and make introductions. Andy will speak to updates on all academic affairs initiatives, while Renee will provide updates on all student affairs initiatives. A question/answer session will follow. A moderator will be identified for the Q&A portion. We will have open mike questions as well as written questions on cards. Providing food and entertainment is still being considered and will report back to the PCD as soon as possible. Advertising will play a key factor and will be done electronically to the campus community and extended community.

Itza made contact with our campus Spartan Dailey newspaper. Spartan Dailey will be reaching out to Stacy for an interview in regard to the planning efforts for these two events and the PCD overall.

The Diversity Champions Luncheon date and location have been confirmed (Wednesday, May 13, 12:00 to 2:00 p.m., in MLK 225). The sub-committee is planning a buffet lunch; a poster session with some sort of raffle to promote mingling to the posters; a panelist on best practices of collaboration across disciplines; and achievement awards presented by Andy and Renee. President Qayoumi will do the welcome.

Next Steps:

- A moderator will need to be identified for the Open Forum Q&A.
 - Consider providing food and entertainment for the Open Forum at outside area of S.U. Theater.
 - Advertisement will be taken care of electronically to the campus community and extended community.
 - Stacy will draft the Diversity Champions award application for the PCD's review.
 - Stacy will send out a poster template for the PCD's review
 - Mireya will take care of the catering.
 - Let Stacy know if anyone may find conflicts with the dates identified to hold the Open Forum and the Diversity Champions Celebration by end of business day on Wednesday, February 25.
 - Spartan Dailey will be reaching out to Stacy for interview.
5. **Master Plan (Lydia & Stacy):** No report in the interest of time; agenda item was deferred to the next meeting.
6. **Process for Approval of Ethnic Vendors (Andy & Astrid):** The concerns in regard to the approval process for bringing in ethnic food vendors to campus have been addressed. Purchasing does have a process in place, but it is not widely advertised due to the interest in having folks use our Spartan Catering services. There is a process in place, requiring information from potential vendors such as insurance and a health certificate. All issues concerning the Cultural Showcase have been addressed and the packet issued to vendors, is now available to campus employees if they request it. There is no plan to post a list of approved vendors because Spartan Shops remains the primary campus catering service. However, if you contact Luis, he will tell you whether or not someone is currently approved. As a vendor nears expiration, there is an attempt to reach out to them to keep them current. There is back up coverage and anyone is encouraged to reach out to FinanceConnect for this issue, or any issue within Finance. financeconnect@sjsu.edu (408) 924-1558
7. **WASC Accreditation Visit Meeting with PCD Members:** Members of the PCD able to attend the April 14, 3:00 to 4:00 p.m. WASC meeting are Lydia Ortega; Lynda Heiden; Meg Virick; Michael Randle; Francis Howard and Itza Sanchez. More may be identified at a later date. The meeting will take place in Clark Hall 412.

The meeting adjourned at 11:30 a.m. The next meeting is scheduled for Monday, April 6, in ADM 167.