

SAN JOSÉ STATE UNIVERSITY

powering SILICON VALLEY

President's Commission on Diversity Meeting Minutes - Friday September 25th

Present: Andy Feinstein, Reggie Blaylock, Sue Martin, Fernanda Perdomo Arciniegas, Debra Griffith, Veronica Mendoza Hand, Hyon Chu Yi-Baker, Meg Virick, Lydia Ortega, Itza Sanchez, Michael Randle, Michael Kimbarow, Stacy Gleixner, Julie Paisant, Andrew Hsu

Absent: Astrid Davis, Hector Perea

Co-Chairs Feinstein and Blaylock brought the meeting to order at 1:02pm

1. Introductions

2. **Diversity Issues on Campus** – Data from latest Campus Climate survey from Spring 2015 currently being analyzed by Meg. Received a steady response rate. Should have a preliminary draft in a few weeks. Need to decide what data is important enough to be included in the report; what direction to take. Should select themes relevant to campus with broader level boundaries with respect to race and gender. When preliminary draft is complete, will bring it to PCD for feedback prior to formally publishing. CDO Search kicked off this week – timing so selection will be made by new President. Use to be reactive, looking forward to being proactive. How is the PCD influencing campus – haven't felt an impact of the PCD on campus. We should have the committee participate in a Diversity Training Workshop – baseline on how to create protocols. This would alleviate panic mode.

3. **22 Action Item Review** – Should be 3 categories: A) Accomplished, B) Next Steps, C) Ongoing – look at annually. What are we doing to implement the Action Items, we should not just be gathering information.

a. #1 CDO – In process. Established and funded. Title IX Coordinator hired.

- b. #4 Under Represented Minority students – Use Lisa Oliver’s Study. Student Success Centers – Space limitations; have funding, lack resources. Need to define success for these centers and set benchmarks to achieve success. Itza Sanchez and Michael Randle – put together a document of what this space would contain. The challenge is how the space will support all students collectively. Need to bring Colleges in – question if the Colleges are addressing the achievement gap. Need to collaborate to maximize resources and be strategically aligned – look at the bigger picture. Question is do we build now or wait for CDO.
- c. #5 – currently writing referral
- d. #12 – Housing Staffing Ratios – accomplished buy not implemented; need a plan for implementation
- e. #21 – University Policy re: bias, discrimination, hate violence and bullying – policies are posted. No policy re: bullying. Campus wide message on civility – Debra to look into.
- f. #2 – Diversity Master Plan – look at with Campus Climate. Waiting spring data analysis
- g. #6 – Discrimination HR; Title IX Coordinator;
- h. #22 – 22 Action Items update. Speaker? Workshop? Need to be transparent and show the campus what we are doing.
- i. #7 – Student Leadership – build up where we are succeeding. Why focus only on student leadership? Focus should be on student development

4. Establish work groups (as needed) – Learn where the achievement gaps are before develop subcommittees. One possible would be to work with the colleges

5. Plans for Coming Meetings

- a. Finish 22 Action Item Review

Future Meetings:

11/2/15

12/7/15

2/1/16

3/7/16

4/4/16

5/2/16