

**President's Commission on Diversity
Meeting Minutes
October 27, 2014**

Attendees: Astrid Davis, Andy Feinstein, Stacy Gleixner, Debra Griffith, Veronica Hand, Lynda Heiden, Andrew Hsu, Fernanda Karp, Aditya Mairal, Aaron Miller, Lydia Ortega, Julie Paisant, Michael Randle, Itza Sanchez, Renee Barnett Terry, Meg Virick, Hyon Chu Yi-Baker,

Updates on action items:

1. **Forums** (Stacy Gleixner, Michael Randle, Itza Sanchez): The PCD discussed what went well and what did not in regard to the Open Forum hosted on October 8th. The Open Forum was to provide an update on the action items/recommendations from the Special Task Force on Racial Discrimination.

What went well:

- a. Open Forum panel did a great job, meeting the goal of providing an update on actions taken/working on to implement the recommendations put forth by the Special Task Force on Racial Discrimination.
- b. It was good to have Judge Cordell serve as moderator. She was diligent in posing the participants questions and following up with pertinent panel members when necessary to ensure questions were fully answered. She was astute in her performance review of the panel, giving SJSU an "A" for demonstrating how SJSU/PCD is taking steps to resolve/implement the Task Force recommendations.
- c. Using index cards to pose questions vs. microphones worked out well. All index card questions were posed and answered.

What did not go well:

- a. Small crowd/audience.
- b. Microphone technical issues.
- c. Some individuals were not satisfied by the open forum format; they wanted to see more of a community building/engaging kind of forum.
- d. Several questions posed to Mo at the very end of the forum were not answered.

Next Steps:

The PCD will work to improve future Open Forums marketing method to create campus wide and extended community interest/support. Perhaps sending a Save-the-Date notification before the end of the calendar year (for next semester's open forum) followed by sending more strategically-timed announcements/advertisements to create/maintain the momentum necessary to gain campus community and extended community interest and support.. Perhaps next semester's Open Forum can include

break-out sessions where panel and audience can engage and create more of a community building expectations kind of open forum. Stacy Gleixner will identify good dates/times to hold next semester's open forum and bring to the next PCD meeting so that the best day/time/venue can be secured soon as possible, taking into account the associated students meeting schedules and perhaps working with them to build campus community interest. Extended community will be invited early in the process as well. Faculty and staff interest may be gained by having appropriate PCD members attend traditional start of the semester meetings and invite faculty/staff to save the date.

2. **Diversity Master Plan** (Lydia and Stacy): Handed out an updated version of the Diversity Master Plan action items. The purpose of the PCD sub-committee is to diversify tenure-track faculty, create a welcoming supportive and inclusive campus climate, and engage the campus around diversity. Lydia and Stacy continue to seek campus input in an effort to identify affinity faculty and staff groups that have been institutionalized and those to consider reinstating or implementing, including procedures for implementing or reinstating along with funding and infrastructure. Progress to try to reinstate the Unity Council was discussed in particular. The Unity Council may not need to be reinstated as it seems to be nebulous in regard to its structure; it may be a good idea to consider merging with the faculty diversity group. However, Stacy and Lydia will continue to seek input and will be meeting with pertinent folks to discuss further. The general opinion is that the Unity Council is needed, but with more effective leadership, structure and organization. Item 5.13 – Procedures for Forming new Faculty and Staff Associations - was also discussed. Lydia and Stacy have contacted the Faculty Diversity Committee, and they will be meeting with them on November 7.

While it is understood/clear that some faculty and staff associations would like to continue to meet as a group, it is important to consider that the PCD's diversity master plan is to create an inclusive campus climate where each faculty and staff individual group can feel welcome, supported and inclusive.

Next Steps:

Continue to seek input to identify affinity groups that have been institutionalized and which to reinstate or implement. Also continue work to identify procedures for forming new faculty and staff associations. Rona Halualani is scheduled to attend the next meeting on November 17. Also will consider inviting key affinity groups presidents/chairs to attend the next meeting (Nov 17) and provide an update on Diversity Scholars; Spring Open Forum and assessing/incorporating the campus climate survey.

3. **Commission Composition** (Renee, Hyon Chu, Michael, and Andrew): This item was deferred to the next meeting.

Next Steps:

Work continues to appoint/identify one graduate student member; one undergraduate student member; and one faculty member recommended by the Academic Senate, in order to complete the PCD membership. Student recommendations can be submitted to Associated Students President Gary Daniels.

4. **Best Practices** (Julie and Debra): Julie and Debra presented the final best practices recommendations pertaining to the creation of a Diversity Officer position. The recommended office title is “Office of Diversity, Inclusive Excellence and Title IX” (ODIET). The goal would be for this office to promote positive climate through direct and indirect outreach and education to the campus community. Julie and Debra recommended a Chief Diversity Officer (CDO) with overall responsibility of the ODIET and reporting to the President, but not be a member of the President’s Cabinet. It is important for the Chief Diversity Officer to be perceived as a neutral liaison between the campus community and the President’s Cabinet, hence, recommending that the CDO attend the President’s Cabinet meetings periodically to inform about issues/concerns. An organizational chart was presented/recommended, incorporating under the umbrella the positions of Director of Multicultural Campus Activities; Diversity Training and Development Coordinator; and Title IX Officer.

Next Steps: The November 17th meeting will focused mainly on best practices. The spreadsheet, report and powerpoint will be sent to the group to review before the next meeting.

5. **President Qayoumi Speaking to the Group:** President Qayoumi thanked the PCD for their diligent work. The Best Practices recommendations for the position of Chief Diversity Officer look good. He would like to see these recommendations treated as a dynamic structure/starting point, making adjustments as we move forward. Mo would also like to have the PCD seek campus wide input on the Best Practices recommendations as well as more thorough conversations among the members of the PCD before taking the recommendations to the Academic Senate.

Next Steps:

The PCD will make this the main agenda item at the next meeting. Julie and Debra will send a copy of the power point presentation to each member of the PCD, for review and prep for the next meeting. The PCD will look for ways to seek campus community input before finalizing and presenting to President Qayoumi and the Senate.

6. **Campus Climate Survey** (Meg and Lydia): Not much time to discuss this agenda item. Work continues to implement the campus climate surveys.

Next Steps:

The PCD should keep moving forward with each of the campus climate surveys (faculty, staff and students) even though the Chancellor's Office may be conducting an overall CSU system campus climate survey.

7. **Mary Okin (Graduate Student/Salzburg – Presenting Second Annual SJSU Cultural Showcase**

Ms. Okin was invited to the meeting to speak about the Second Annual SJSU Cultural Showcase. She is a graduate student in Art History and member of the Salzburg program. The Cultural Showcase was a great success, uniting the campus to celebrate diversity. They had 70 performers and about 400 students attend. Mary advocated the importance of continuing to hold this event once a year and asked for the PCD's support.