

**President's Commission on Diversity
Meeting Minutes - December 15, 2014**

Present: Astrid Davis, Andy Feinstein, Stacy Gleixner, Debra Griffith, Veronica Mendoza Hand, Lynda Heiden, Fernanda Karp, Mary Okin, Julie Paisant, Michael Randle, Itza Sanchez, Renee Barnett Terry, Meg Virick and Hyon Chu Yi-Baker.

Absent: Andrew Hsu, Aditya Mairal, Aaron Miller, and Lydia Ortega.

Co-Chair Terry brought the meeting to order at 10:05 a.m.

Updates on action items:

1. **Campus Climate Survey (Meg & Lydia):** Implementation of the campus diversity surveys was placed on hold in the fall due to the possibility of the CSU system conducting a system-wide diversity survey. In the interest of time and as a result of not having confirmation of the CSU system launching a system-wide survey, the PCD decided to move forward with the implementation of the SJSU diversity surveys in the Spring. The campus diversity surveys conducted in 2010 were reviewed/revised and used as a starting template, with the idea of replicating the surveys (with minor modifications and addition of few pertinent current campus issues questions) to allow for response comparisons across time. The student survey is just about ready; all that is needed is to incorporate the feedback received. Meg volunteered to send a student survey pilot to six students, including the PCD student members, to analyze before full-scale implementation. The faculty survey and the staff survey will also be finalized, so that all surveys can be conducted in the spring semester.

Next Steps:

- Finalize surveys and launch next semester, using mid-February as the launch date.
- Meg to send survey pilot to six students, including the PCD student representatives, to assess before full-scale implementation. Meg to send link in early January; complete report by end of January; and use February 6 as the RSVP deadline.
- Determine what survey organization to use to conduct and analyze results. Speak with Marna and IEA.
- Determine estimated budget and time frame needed to conduct survey and provide results to the campus community.
- Mary Okin will lead efforts to promote/market surveys at the very beginning of the spring semester to help ensure campus-wide participation.
- Work to ensure that survey results are published/communicated to the campus community in a transparent manner.

2. **Spring Forum/s (Stacy, Itza, Michael, Fernanda & Mary):** The PCD Forums subcommittee was not able to meet due to the storm that hit the Bay Area on December 11. Stacy drafted a spring forum and diversity celebration plan and sent it to the sub-committee for review/input before today's meeting. The objective is to schedule the spring semester open forum to provide an update to the campus community in regard to the status of implementing the recommendations of the Special Task Force on Racial Discrimination, which the PCD transformed into 22 action items. The sub-committee will work to determine the best day, time, and location to hold the forum. Perhaps using the noon hour would allow better participation by the campus and extended community. A timeline and marketing plan will also be put in place.

The second objective is to hold a campus event celebrating diversity. The subcommittee is contemplating the idea of connecting the Diversity Celebration event with the 2nd Annual SJSU Cultural Showcase scheduled for April 23, 6:00 to 9:00 p.m., in the Student Union Ballroom. PCD student member Mary Okin is a lead organizer of this event through the Salzburg Program. The sub-committee will meet again in early January to formulate a recommended plan, to take to the full PCD for consideration, perhaps allowing for facilitated small table discussions; implementing criteria for the Diversity Scholars awards/recognition.

Next Steps:

- The PCD subcommittee will meet again in early January with the objective to bring a finalized recommended plan back to the PCD, which will be meeting again as soon as possible at the start of the spring semester.
 - Selecting the forum date/time is important to ensure campus wide and extended community participation. Stacy will be preparing a calendar of events scheduled for next semester, to use as a guide in determining the best day/time to hold the forum.
3. **Master Plan (Lydia & Stacy):** Luann Budd from the University Library was introduced. She and Stacy met with four of the five affinity groups (African American/Black Faculty and Staff; Latino/a Chicano/a Faculty and Staff; Lesbian, Gay, Bisexual, Transgender (LGBT); Asian American and Pacific Islander; Christian Fellowship). Bringing back the Unity Council is not materializing; there seems to be no interest. The number one concern in regard to the Affinity Groups is that there seems to be no infrastructure, budget and reporting lines for each of these faculty and staff groups. The successful implementation of these affinity groups, and others, will be to ensure they have the infrastructure, budget, and reporting lines necessary to be sustainable.

Next Steps:

- Stacy will prepare a draft of the application process to implement the Affinity Groups.
4. **Proposed Structure for Office of Diversity (Andy, Renee, Stacy, Lydia and Linda):** Co-chairs Renee and Andy presented the recommendations to the Academic Senate on

December 1, 2014, receiving support for the implementation of the Office of Diversity and Inclusive Excellence.

Co-chairs Renee and Andy, along with Lydia, presented the recommendations to the University Council of Chairs and Directors (UCCD) on December 10th, also obtaining support for the formation of the new position/office.

It may be important to note that the presentation to the Senate and UCCD did not include estimated budget/cost necessary to implementing this new office and how the university will cover the cost. But, overall, there was no objection to creating the new position/office.

Next Steps:

- Andy and Renee will be presenting the recommendations to the Council of Deans on December 18.
- President Qayoumi will be notified in regard to the campus wide support to implement position/office.
- Commence work to determine budget needed to implement office.

The meeting adjourned at 11:40 a.m. A meeting doodle poll will be sent to the PCD to identify the best day/time to meet next semester, keeping in mind that Monday's 10:00 to 11:30 a.m. seem to work and may very well continue to meet on Mondays. The next meeting will be scheduled as soon as possible at the beginning of the spring semester.