Diversity Task Force
Meeting Minutes
Wednesday, October 10, 2012
Vice President’s Conference Room
SSW 2640
9:00 – 11:00 AM

Attendees: David Pearson, Albert Ochoa, Anne Donaday, Tanis Starck, Jessica Rentto, Lucia Stone, Aaron Bruce, Jose Cruz, Chris Turntine, Channelle Mcnutt, Nola Butler-Byrd.

Meeting was called to order at 9:10 am.

The Open Forum, held Wednesday, October 3rd, went well. We had approximately 62 participants. Following thoughts and/or comments about forum:

- Recruiting students
- How do we come together with our cross campus programs?
- Accessibility issues, as they relate to our disabled community and their challenges, particularly skateboards on campus and how they impact the visually impaired.
- Group is encouraged about the initiatives and the thoughts that have been addressed with others on campus.

It was discussed that our commitment with corporate diversity and the inclusive process, as it relates to the procurement process, i.e., women owned business, etc., and what is the economic benefit to all?
Are we sharing the wealth in regard to construction and other key projects on campus?

- Prop 209 may have put some constraints on the campus and how we solicit bids and/or information from vendors. Procurement would have the bidding process and how to get on the campus’ bidding list. What is the diversity clause on the bidding paperwork? (Checking with procurement now)

- Pepsi has a diversity agenda and works very closely with SDSU on our mutual goals.

- There is great concern and discussion about the erosion of diverse faculty on campus. What would be our recommendations?

- The backbone of this university is students and our diverse student population. A diverse faculty is equally as important.

- What are we doing to attract and retain African American faculty?

- Do we have baseline data on students? Can we go back 10 years? Where can we get it?

*The President is very committed to diversity; a diverse faculty and student body. There is a lack of diversity in our administrative ranks. The Task Force needs to come up with recommendations for this lack of diversity.

*Based upon conversations with the Steering Committee, our proposed plan(s) may be a 2-3; 5-10 year and/or an immediate plan. This will depend on the task force and issue(s) at hand.

*The Diversity Task Force’s plan is immediate. We would like to set up a template for future programs and polices.
*Recruiting and retaining out-of-state and international students will allow us to enhance our diversity and recruitment efforts. The out-of-state and/or international students will not affect our local and/or California students in terms of enrollment.

Today, we will focus on Question #1:

“The university prides itself on our diversity and the role our diversity plays in accomplishing our educational, research and community service missions. Given our current initiatives and our data on student, faculty and staff diversity, evaluate the state of the university’s diversity initiatives. Should we consider pursuing different and/or additional initiatives? Are there groups that face special challenges in our community? How can we build on our current traditions and initiatives to address these challenges?”

Anne provided an updated list of current initiatives, issues, people and resources related to diversity on campus.

*There is an abundance of data posted on her website, http://donadey.sdsu.edu/diversity.html that lists the size and scope of diversity initiatives on campus.

*Jessica Rentto distributed a handout detailing the many and varied campus diversity programs.

*Tanis Stack discussed Student Affairs’ programs, i.e., EOP, Student Life and Leadership, Cross Cultural Center, that maintain diversity as one of their core values / priorities.

  - How do we support and enhance these programs?
  - How do we increase and recruit/retain students through special events, as our Harambee Weekend?
  - K-12 initiatives?
  - The IVC campus has established the P16 Council to create a college-going culture.
- SDSU middle and high school conferences to recruit and expose students to college.

*In terms of outreach to elementary schools, would like to see SDSU support those federally and state supported programs, such as the McNair and TRIO programs, that are losing funding from the government.

*We need to capture students early, in the elementary and middle school years, and prepare them adequately.

* There are many community programs that provide college preparation and access to students. Barrio Logan College Institute is one of those programs, providing student access and preparation for college.

  - Are there community programs that SDSU partners with, i.e., SDG&E, that supports community programs? Is there a list we can evaluate? Identify how these programs exist and how they integrate/include diversity in their programs.

  - Lucia has a list of approximately 600 programs that SDG&E works with. We would need to hone it down for our needs.

  - The City Heights and MANA programs and partnerships should be viewed within the Community Engagement Task Force’s work.

*All are encouraged to attend the other task force forums to hear how they are incorporating diversity on their agendas as well.

* Diversity is far reaching and being resonated throughout all committees and groups.

  - Is it being resonated across all areas?

* It was suggested that we draft a clause to send to all task force groups to incorporate diversity into all conversations / elements throughout this process.
*K-12 outreach – do we need to designate a university office/area that focuses on this? Need to have a central focal point? Is it Enrollment Services/Admissions? Outreach/Recruitment? Student Affairs?

-Our local elementary and middle schools are begging for mentors, outreach, community involvement.

-Who is promoting SDSU? What is the message? For example, the Compact For Success’ message is different than EOP’s.

-There are opportunities for outreach efforts through community based service learning.

-A great example is the Price Scholars program. This is a $500,000 gift from the Price family that provides a $7,500 stipend for four years. The student must mentor three 13 year old students as part of their stipend.

*We need to have a structure that oversees the diversity initiatives on campus.

*Where and what is the diversity related research? Faculty should be listed on our diversity website.

*How is “research” defined, particularly as it relates to the RTP process.

*Service has been recognized. There are faculty that have a responsibility, are committed and have responded to their communities in terms of diversity and services.

*IVC has a different set of tasks, more appropriate to the needs of their community.

*Balance for SDSU and IVC important, in terms of research/teaching/service.
*We have an opportunity to lay down a model/foundation/template for more diversity programs to be created and be in place. We can develop a template that assesses diversity and addresses recruitment. USC has a very nice template that addresses the diversity issue.

- We need to be accountable.

- We need to evaluate the efforts that are being put in place at SDSU, perhaps through an annual report. What are our accomplishments?

*What issues do we need to work on?

*The Chief Diversity Officer’s office can monitor the tension, the competence of diversity coming in. How do we address this? Where is the research as conflict? This will start the dialogue. How do we manage the conflict?

*We measure what we care about. There is no accountability for contributions. Diversity must be measured, to be accountable. Everyone must be held accountable for diversity.

*As one of the Diversity Task Force’s outcomes, we will need to measure our goals.

- Student Affairs is making progress toward measuring diversity and addressing diversity, by growing what we have.

*Does SDSU have a succession plan for minorities? It is illegal for searches to incorporate “diversity,” “cultural competency” into position descriptions.

- It was suggested that departments bring 3-4 diverse members into the department at once, to establish a diverse community, while supporting the collegial agenda.

*Prop 209 changed the landscape on how we deal with “diversity.” Can look to the critical mass that supports the diversity/research agenda – are they diversity friendly?
-The Diversity Group did a report eight years ago on attracting African American faculty.

-Visiting faculty might be a great way to infuse diversity into our community. This could have long lasting effects.

*How can we build on our current traditions and/or initiatives: Some ideas that were discussed:

- Create a diversity office with staff.
- Develop a diversity institute.
- Define what do we really want from our diversity initiatives?

*How do we come together as one unit?

- Black History month. We do not have one calendar of events on campus. Groups not working together to get out the message. Not coming together as a group to promote all the programs on campus. Bring the programmatic and administrative efforts together.

*What are the values that create tensions?  
*What do we stand for?  
*How do we assess it?

- At SDG&E, corporate values are highly visible.

*Task Force needs to create a benchmark. Where are the cross sections? Once we benchmark, we can focus on our goals.

*Accountability – particularly in the RTP policies. We need to have faculty work with diverse students. Is Administration evaluated in terms of “diversity?”

- Community service on/off campus --this should be reflected as well.
*What groups need special attention? There are two Native Americans enrolled for the Fall 2012 semester.

- There are quite a few initiatives on the tables to encourage recruitment of the Native Americans, i.e., a football tailgate party was held at the October 13th game.

- The UCs look at Native American’s as sovereign nations. The CSUs do not.

- Viejas gave us one person to assist with recruitment.

- The President is scheduled to meet with tribal councils in the spring.

- How do you retain the Native American students?

*The African American male students are becoming an endangered species on campus. The President would like to address the need for more African American faculty. He has had lengthy discussions with VP Kitchen on this subject.

- System-wide recruitment efforts include our participation in Super Sunday events with area local churches.

*We need to be specific about what we need to recommend and move forward on.

- Look at what we’re not doing well and make those our priority initiatives. Perhaps we consider “grading” our diversity efforts.

- How do we retain students? That’s the tough part. Recruitment is easy.
*As a Task Force, there is a lot to look at, review, assess and focus on how to move forward.

*Please feel free to share any of your data.

Our next Task Force meeting is scheduled for Wednesday, October 24th; 9:00 – 11:00 am, Student Affairs’ Conference Room, Student Services West, Room 2640.

**Please come prepared to discuss Question #4:**

“Despite significant progress, historically under-represented groups remain significantly under-represented in Science, Technology, Engineering and Mathematics. We have a number of programs that support diversity in STEM fields. How can we enhance the impact of these programs? Should we expand these programs?”

Meeting was adjourned at 10:55 am.