Diversity Task Force Meeting

Meeting Minutes

Wednesday, October 24, 2012

Vice President’s Conference Room

SSW 2640

9:00 – 11:00 am

Attendees:  Dr. Kitchen, Tanis Starck, Aaron Bruce, Aaron Hoskins, Jose Cruz, Lucia Stone, Washington Navarrete, Chris Turntine, Anne Donadey, Channelle McNutt,

Meeting was called to order at 9:00 am.

**Due to a poorly formatted flash drive, the majority of these meeting minutes were lost. Therefore, this is what we were able to recover. I sincerely apologize for this and will ensure that no flash drives are used in taking future meeting minutes.**

If you would like to include any notes and/or thoughts from the minutes, please send those to me and I’ll incorporate into an addendum for the group.

*We followed up on our discussion last time, reviewing specific data on STEM, black mail initiatives, white male and white history month. Also discussed looking at diversity as adjunct faculty, looking at that pool and seeing what we can pull from it in terms of diversity. Some adjunct faculty feel they don’t have any rights. Is there a place for us? In terms of diversity, adjunct faculty/lecturers are often not paid.*
*Briefly discussed the loss of funding for the McNair scholarship program.

*Lucia mentioned the partnership of SDSU basketball media to align SDG&E with diverse group(s) – looking at diversity as a theme. Showcase one organization per game and/or highlight an executive director and student that have overcome diversity.

A contract has been signed and additional brainstorming is planned.

*Lucia suggested that we create a more succinct, condensed version of the definition of “diversity.” Current definition is a bit lengthy.

Perhaps come up with a “branding” of diversity.

*It was discussed that the visions for diversity have an inclusion component that is valued. Through leadership, cultural competency and other university programs and messages, there are many areas to explore and using technology, we can assist in putting out the message we want.

*Tanis is continuing to look at and reexamine our LGBT community on campus; as well as what is the “pipeline” in terms of development for attracting Afrikan American students to SDSU from the local area?

*Aaron Hoskins discussed the many conversations he has had about stories that MarComm does; within the census information and stories, there are many indirect stories with a diversity angle. We can pull out the diversity angle in the story telling.

*Aaron Bruce discussed the Diversity, Equity and Outreach {DEO} committee meeting that was held on October 23. The faculty is divided about working with our corporate partners. How do we secure endowed partnerships with corporations? How do we establish this with the corporate community? Our professional development for faculty and staff needs to include cultural competency.
*Washington mentioned that students want to see how diversity is defined; what are the ethnicities within our departments?

*Channelle brought up the idea of women of color within the cheer and dance team – where are they?

In terms of the new Aztec Warrior – would the university support an additional mascot, i.e., a female Aztec warrior?

*Anne circulated a handout the DEO committee created on October 23, 2012; discussed faculty issues; cultural competency; possible recommendations that have been discussed previously as well. There is a lot of good info here. (Attached please find updated 10/26/12 document).

Today, we will focus on Question #2:

“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?”

*The discussion began on STEM – Science, Technology, Engineering and Mathematics – Chris Turntine provided an overview of the STEM initiatives at SDSU.

STEM is the wave of the future.

STEM affects our economy and diversity efforts.

*It is Chris’ observation that it is important that students have tutoring and assistance in those challenging programs. Entry level courses; pre major in STEM sees a huge drop off in the freshman/sophomore year. There is the disappointment of not being successful.
In order for STEM students to be successful, critical tutoring and mentoring must be in place early. This will help with the continuation rates.

The tutoring and mentoring need is there. Funding and sources are limited.

Most of these programs are funded by outside sources.

*Federal funding might be running out. Grant renewals; institutional support; we need to track alumni to see where they are in the working world. Career services tracking this now with salary surveys, etc.

*Price Charities program focuses on 15 students. Mentees are in 9th grade, focus on STEM; Summer Engineering Experience for Kids {SEEK} is another program to get more involved with corporate and university funding.

*Lucia – MESA starts at the college level; SEEK at the 5th grade level.

*Try to capture the young and those that are interested. How many of these programs are focused at the elementary level and/or how to we make them more robust?

*Chris says that these programs need to be a pipeline; there are past activities that are no longer funded (see last page of handout). Some of these include Native American youth.

*STEM Exploration Day – still “active” during Open House;

Need support to continue these programs.

*Diverse student clubs and organizations in the Colleges; National Society of Black Engineers – {NSBE}; can relate and learn from them.

    Society of Professional Hispanic Engineers – {SHPE}, is another great organization that is STEM focused.
*In terms of sciences: Center for the Advancement of Students in Academia {CASA} programs, run by Dr. Estralita-Martin. There are about 18 programs in that area.

*Summer programs, community colleges, Ph.D. programs; Minority Access to Research Careers {MARC} programs; another great source for STEM students.

*Career Services is committed to STEM; 44 employers coming to SDSU to recruit students. October is STEM month. Career Services doing lots of outreach here to these organizations.

*There are many unique and successful events, such as the SDG&E’s power plant tour. Career Services puts out pre and post surveys to assess what was learned. Women in the Boardroom showcases Chief Operating Officers and Chief Executive Officers in STEM fields. Experiences women had and how to move through the process. Offered the START SMART with STEM; salary negotiations for women; target women and underrepresented students; opportunities and careers available; need to network and find a group that supports your educational goals/organizations are available for these students.

This is a great recruitment tool for SDSU.

*Our environment is very supportive and student centered for success. There is the fear that we are not expansive enough.

*General Observations – please see the last page. We need to articulate why we need “more.” Underrepresented students are looking at college through a different lense.

*Perhaps we find and/or use grants that include a diversity participant in the writing.

*Academic tutoring “key” to success.

*Pipeline efforts are “key” as well.
*This is a “hot” field and lots going on. There is the fear that funding will be cut and demolished, such as the McNair programs.

*Lucia mentioned that Girl Scouts have launched a STEM program called IMAGINE – one million dollars from AT&T. Underserved young girls. Are there other programs that target STEM?

Our next Task Force meeting is scheduled for Wednesday, November 14th; 9:00 – 11:00 am, Student Affairs’ Conference Room, Student Services West, Room 2640.

Please come prepared to discuss Questions #3 and #5:

“One of the most significant benefits of diversity to our campus is the opportunity for individuals to interact with individuals from different backgrounds. Are there initiatives we can undertake to enhance opportunities for interactions and integration?”

“There is broad interest, on and off campus, in our diversity initiatives. How can we clearly and effectively communicate about our diversity initiatives so that members of our community are informed of our programs and their impact?”

Meeting was adjourned at 11:00 am.