Diversity Task Force Meeting

Meeting Minutes

Wednesday, December 12, 2012

Vice President’s Conference Room

SSW 2640

9:00 – 11:00 am

Attendees: Dr. Kitchen, Aaron Hoskins, Tanis Starck, Lucia Stone, Jessica Rentto, Anne Donadey, Channelle McNutt and Nola Butler Byrd.

Meeting called to order at 9:15 am.

The working groups are giving feedback. There is a concern at the number of people logging in and looking at the website information. Not a lot of faculty viewing. Lots of people are skeptical and waiting to “see” before they react to the Strategic Plan information. Our timeline is tight and the report is due Jan 17, 2013. The Steering Committee is meeting every week in February to finalize all documents.

There was some discussion about our task force’s perspective. The process feels like faculty input is not wanted. Faculty is being pushed to view the website for information. For example, the reports are put up on the website the last day of class, with a week to provide responses, during finals week. This is the busiest time of the semester. If you want faculty to discuss the reports, etc., we need to put timeline into the Senate structure or ask Deans to discuss during faculty meetings. The process doesn’t feel genuine. Faculty don’t show up for the forums. It was recommended that we follow the faculty processes, i.e., the Deans push information to the Chairs, then push the information down to the faculty. Reports should be reviewed by the Senate. The finalized documents will certainly be reviewed by the Senate. They are discussing to hold a special Senate meeting to discuss the Strategic Plan. February 5 and March 5 are the next Senate meetings.

Great staff and student participation at the forums. The Diversity Equity and Outreach {DEO} met on December 11 and will provide input.

It was suggested that an online survey be created for feedback.
What are the recommendation(s) and/or the concerns?

What do we focus on now?

**Four major headers:**

1. **Recruitment and retention of students**

2. **Recruitment and retention of faculty and staff:**
   * Inclusive of underrepresented groups; women, ethnicity;
   * RTP process – committee assignments

Chronicle of Higher Education isn’t really the vehicle anymore. The use of faculty resources/groups/organizations and informal networks.

3. **Cultural Competency**
   * Recruitment/Faculty/Staff/Students
   * LGBT
   * Student Disability

4. **Strategic Use of Resources**
   * Organizational Structure and Communication

How do we put these initiatives into place?

What are the recommendations/ideas? How best do we do this?

Need to identify goals and initiatives that can be accomplished in the next 1-4 years; keep it to (5) initiatives.

What we are seeing on the website are “drafts.” Please be mindful of this.

The Equity & Diversity Office could be a key player in our organizational efforts.
Header #1: Recruitment and Retention of Students

*STEM
*American Indian Recruitment (AIR)
*African American Recruitment
*Other underrepresented groups
*Internationalization
*City Heights/Compact For Success Programs

High School Conferences, mentoring, advising, Compact For Success. There are 75 groups on campus involved in retention of students.

*Mentoring and advising students
*Internships
*Communication Plan – how are those initiatives communicated to students?
*Living Learning Communities
  - Cultural Communities / Diversity-Centered Communities We have 18 in the res hall and very high retention rates.

*Community Partnerships:
  - SDG&E Programs
  - Price Community Scholars
  - City Heights Program
  - NSBE – National Society of Black Engineers
  - Media campaign with basketball team;

  - AIS – American Indian Students; can’t really go after quotas because they are a sovereign nation. New chancellor might be looking at this with a differently. Need to make an effort to increase numbers here. They might be falling under the “other” category on the application forms. One third tribal is considered American Indian.

How do we define that population for the University?
Harambee Weekend students had skewed numbers in regard to American Indian stats.

*New Student Experience / Orientation / Freshman and Transfer Students
*SDSU Open House Event / Held in March
*Multi Cultural Events – Diversity Week; we can put some of these above into MC Events. What about an SDSU Diversity Day? Package what we already are doing.
*International Students
*Counseling / Mental Health
*Disabled Student Services

What are the new initiatives? What needs to be enhanced? How do we structure this within the report?

What will be our top recommendations?

What is supporting the financial services of students? We are looking for financial aid resources for high achieving and high need students; also resources assigned for African American and Latino students that need supplements to their financial aid needs.

The appendix might be a good place to outline what we are doing.

Show as student support section and what we are doing right!

Finding financial resources to assist is an ongoing task for all of us. President very focused on this need for all.

**Header #2: Recruitment & Retention of Faculty and Staff:**

*RTP Process – ensuring committees are diverse and includes members with diversity expertise.

*Lecturer reappointment process – contract is changing and will be similar to the RTP process.

*Recruitment – Ensuring search committees are diverse / have diversity experience. What are we doing to grow our own? Grooming efforts?
We can recommend some changes – create a mechanism for there to be a diverse group selected to be on the RTP committee.

Do we break down recruitment and retention? Look at the DEO recommendations.

*Recruitment Communications Plan – for example: African American faculty – The numbers are consistent throughout the years. Stagnation in our numbers; is it competition? San Diego is expensive. There is a small African American community in San Diego. There are small numbers on campus. Can we compete with the Stanfords and others? We should certainly try and work on the “climate” piece. Create opportunities for African Americans to meet and interact with others on campus. Make that connection.

Thus we are looking at a recruitment communication plan.

Ask the current African American faculty and staff -- what keeps you here?

Recruitment panel should be representative of candidate.

*Mentoring – establishment of a multi-level mentoring program; fellowship; department level; college level; university level. Bring an African American from a historically Black university as a fellowship/internship/mentorship.

*Program for visiting professors from historically Black universities {possible exchange program}.

*Administrative Fellowships; i.e., ½ semester in Provost Office; ½ semester in President’s Office.

**Header #3. Cultural Competency**

* LGBT

* Student Disability

We need to support and enhance programs that promote cultural competency. There needs to be cultural awareness for the entire campus.

Tanis referenced her document, “Diversity Strategic Plan,” that outlines five goals. Goal #1 looks at fostering a total campus environment that respects differences and encourages inclusiveness. There are (4) objectives under this goal – {1} Establish institutional expectations; {2} Support and increase cultural programs and awareness;
{3} Provide an accessible and secure campus environment for all; {4} Conduct an annual campus climate survey to monitor progress.

Further discussion continued on including cultural competency as a required qualification for all recruitments / promotions for all employees.

There is a need to educate committees and high level administrators on cultural awareness / competency. Cultural Competency is included in the review and promotion process for all employees.

**Header #4. Strategic Use of Resources**

*Need a budget associated with diversity initiatives. –Identification of grant / funding opportunities

*Creation (or revising charter of existing committee) of committee to prioritize diversity programming and funding, evaluation of diversity goals, etc.

Organizational structure and communication among all involved. Where would be the appropriate, if any, place to acknowledge in our document?