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University Diversity Committee Minutes (11/19/15)

CSUSB University Diversity Committee

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MINUTES

Committee Members Present: Caballero (Chair), Collins, Gervasi, Harrington, Hood, Jennings, Moore, Tan, Zuniga

Committee Members Absent: Davis, Eaton, Evans-Carthen, Guo, Muhtaseb, Murillo-Moyeda, Shon, Smith, Texeira

Ex-Officios Present: Contreras

Ex-Officio Absent: Bateman

I. Approval of Minutes from November 5th meeting
   Section D- Faculty initiative program the last sentence should be deleted as well as clarification that the institute will not be held for the next two quarters. It should be added that there will be a learning community on diversity and there needs to be more discussion on next summer’s institute. Collins moves to approve the minutes. Hood seconds. Minutes passed.

II. Budget Report
   Caballero reported on the budget. It was asked if a budget can be established for the Ted-Type talks.

III. Subcommittee Reports

   a) Event Funding Requests
      i) History Dept./ History Club/ Phi Alpha Theta- Why Latino History Matters to us
         The committee decides to send the request back for clarification and decides to table this request until the December meeting.

      ii) SMSU- White Like Me
         The committee discusses this request. Motion to approve this request at $1,500. Tan seconds. Harrington and Gervasi abstain. Request passed with the condition that the statement be suggested that allocation of resources from the SMSU should be considered, given that UDC has limited funds.

   b) Conversations on Diversity
      No report.

   c) Diversity Training
      Tan reports on behalf of Evans-Carthen. He states that new faculty attended the last training but left as soon as they found out that it wasn’t required. Tan adds that summer institutes are a
part of a strategy to engage faculty into diversity conversations and integrating these topics into the curricula. He reports that in the Senate the RPT Diversity was shut down very quickly.

Harrington reports that the Diversity Retreat is on December 16th. This retreat is an opportunity to identify the challenges within the diversity training program and update any outdated information. Committee members mention that some presenters go off-book so there are inconsistencies. Harrington will resend retreat information to the entire committee and adds that as a trainer it is essential to the continued success of the program that they attend.

d) Faculty Initiative Program

Collins – Reports

- There is going to be a 2016 learning community
- They meet every 3 weeks if not monthly
- Tan is also a facilitator
- 2 hrs one Friday a month for the whole year
- IQC/TRC – approved the Call to go out
- 12 to 15 faculty members
- Learning community for the whole year
- We need deliverables
- E-portfolio to be created
  - Reflections
  - Changes they have made to syllabi or parts of class
  - Not a re-design
  - Discussion, learning community
- $1500 stipends to participate for the whole year

What about the initiatives that are still in progress? - Harrington

- Diversity redesign- is complete
- There are other initiatives taking place as well outside of UDC
- UDC still needs a Summary Report from Summer re-design initiative
  - For closure of the first cycle
  - There was a poster session
  - Report on cycle is needed for future funding requests
  - Please invite Kim Costino to attend the next UDC Meeting
- Caballero gave some history on the initiative
- Tan – suggests we use this opportunity to revisit original proposed outcomes
- Jennings - Proposed mandatory workshops, through Academic Personnel
  - Under new FAM - Departments can determine their own RPT Criteria
- Hood – Can UDC draft a statement to help with this process
  - Hiring Committee season again
- Collins – RPT changes might be too late
- Tan – Diversity Awareness has been expressed in some search committees
- Cesar – We need a plan that lists several approaches
o TRC – Report and learning communities
o Academic Personnel - Hughes
o Human Resources – Portillo
o What elements we want to include in an all-out plan, that is shared with the Diversity Council for the University with a Copy to the President

• Harrington - Two Diversity Officers are supposed to be in place

e) UDC webpage
Tan requests that the committee inform him if anything needs updated or fixed on the website.

f) TED Type Talk
Sub-committee met
• Zuniga Reports on series sub-committee
• Collins – likes the idea
• Caballero – exited about the idea
• Gorilla Theater aspect, if done right
• Wil Greer – “who’s on this campus, and why, what responsibility”
  o Angela Asbel
  o Teresa Velasquez
• Acknowledgement of participation for RPT participation

IV. Old Business
No reports.

V. New Business
No reports.

VI. Announcements
Harrington encourages the committee to attend the Theater Arts department production of Tartuffe.