University Diversity Committee Annual Retreat Minutes (9/11/18)

CSUSB University Diversity Committee

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University Diversity Committee Annual Retreat

September 11, 2018

I. Welcome

II. Review of Strategic Plan
   a. Section 1
      i. Completed goal 1. There is at least 1 Conversation on Diversity and 1 Yotie Talk per quarter.
      ii. Responding to current events? Intention of Yotie Talk.
      iii. May want a Special Events Sub-Committee who delivers UDC opinions, in a nonpartisan manner, by email or news article.
          1. Need to ask President Morales before proceeding.
          2. Will add current issues (to discuss and vote on) to regular meeting agenda. Cesar will take these issues to the president to ask what UDC can do.
   b. Section 2
      i. A diverse applicant pool has been the focus of the search committee.
      ii. New tenure doubled minority faculty.
      iii. Candidates need diversity statement with application.
      iv. Need Office of Diversity with full time chief officer with staff.
          1. Space has not been arranged yet.
          2. Motion to pursue recommendation. Moved and Seconded. All in favor. Will move this recommendation to the President’s Office.
   v. Invite college Deans to UDC meetings.
      1. Invite 1 per meeting.
      2. Start with permanent Deans.
      3. No substitute attendees for Deans.
      4. Offer help and support with challenges.
   c. Section 3
      i. Muriel will send out data.
         1. Add data analyzation to the next agenda.
      ii. Suggested data- turnover for underrepresented.
      iii. Affirmative action- Should be public.
         1. Need to request this document to analyze.
      iv. Link the data to the UDC website.
   d. Section 4
      i. Not completed since section 3 is not finished.
   e. Section 5
      i. Need to recruit staff and students in order to be more representative.
      ii. Invite ASI President to meetings.
      iii. Send invite letters to Campus organizations.
      iv. Need member from PDC. Stream, Zoom, or Phone in.
f. Section 6
   i. Statement regarding FAM was moved to Faculty Senate but was tabled.
   ii. May want to draft statement to present to Faculty Senate concerning the benefits of diversity on campus.
   iii. Goal of diversity statement- A culture of support by the university.
      1. Cesar or Mary will present this.
   iv. Main focus of section 6: Draft diversity statement and have it approved by the Faculty statement.

III. Diversity Certificate Program
   a. Motion to take head in 6 month diversity certificate program for a fiscal year. If the program continues after the fiscal year, UDC will financially support the program. Moved and seconded. Motion passed.
   b. Pilot after template is created.
   c. Collaborate with HR and staff development center.
      i. Pull in keynote speakers for modules.
      ii. Credit will be earned.
      iii. 2 hour workshops.

IV. Policies
   a. Deadline for funds submission request
      i. May 15th deadline for submissions.
         1. May submissions will not receive an approval until fall.
   b. Confirm policy on U.S. vs. International events
      i. Priority will be given to events that have highest direct impact on CSUSB students in the Inland Empire community.
   c. May want to develop internal evaluation sheet
   d. Review and update fund request/submission form.
      i. Add question asking if they secured funds from other groups.
   e. All student requests should come through an advisor.

V. Symposium update
   a. Event will be held on March 2, 2018.
   b. 6 subcommittee working groups.
   c. 10 faculty members who attended the Faculty learning community meeting are interested in joining a workgroup.
   d. Keynote speaker needs to cost $5,000 or less.
   e. Theme of art project at symposium- We all have a hand in this.
   f. Need drug addiction subcommittee leader.
      i. Charli has volunteered to join group.
   g. Charli will contact Office of Student Engagement for volunteers for symposium.

VI. UDC Subcommittee updates
   a. Website-
      i. Changes will be sent to Claudia Tristan.
ii. Kamerin was removed from the website.

b. Diversity-
   ii. Next diversity workshop on Oct 10.

c. Faculty Diversity Initiative-
   i. Faculty Learning community meeting.
      1. Focus: Socio-economic issues of race.
         a. 15 new members and 4 facilitators.
         b. 3 day institute with diversity exercises.

VII. Future plans for Faculty Institute
   a. TRC important for legitimacy and pedagogy.
   b. Get involved in publicity and cohosting initiative.
      i. UDC event- Poster presentations
         1. 45 Faculty and the president on Sept 18.
         2. Needs a note that UDC sponsors the event on posters.
         3. May want to get stickers with the UDC logo to place on posters.
   c. Continue with initiative.
      i. Increase the marketing on material for activities that UDC sponsors.

VIII. Meeting Schedule
   a. Updated meeting schedule will be emailed to the committee.

IX. Annual Report
   a. Will be sent to Claudia Tristan to post on UDC website.

X. Proposed Budget
   a. Resend any requests for the institute budget to Cesar.
   b. Keep Cesar posted on any need.
   c. Twillea to send Diversity Certificate budget proposal to Cesar.

XI. 2018-19 Tenure/Tenure Track recruitment cycle update
   a. For the 2018-2019 recruitment cycle:
      i. Diversity of Tenure Track Applicant pools – Underrepresented minorities.
         1. 2016-17 18.9%
         2. 2017-18 15.1%
         3. 2018-19 22.6%
         1. 2016-17 13%
         2. 2017-18 21%
         3. 2018-19 43%

XII. Advancing Faculty Diversity Grant
   a. Strategic plan
      i. Increase finding for advertising.
   b. Prejudice habit breaking workshop
      i. Diversity advocates attending the training.

XIII. Other?
a. HSI Week- Group putting together events about Hispanic serving institutions. October 11-What does the ideal HSI look like?

b. One fund request has come in, but the event is before the first UDC meeting. Jan will email the request to the committee to vote on.

c. Invite Seval to UDC meetings.

XIV. Adjournment

a. 1:35pm by Cesar Caballero