AGENDA

- Welcome
- Provost Office Update
- Subcommittee Updates
- Diversity Spring Retreat
- Diversity Scorecard

I. Roundtable introductions

II. PPT Presentation

- Spanish Language Student Recruitment Brochure
- Kimball High School Pathways, Stagg High School Magnet
  - Partnerships in Pathways
- Visit to McGeorge January 26, 2009
  - John, Arturo, Edwin to collaborate
- Events
  - Filipino Events/Smithsonian Exhibit
  - Japanese Festival
  - Gender and Ethnic Studies
  - Black History Month, etc
- Faculty Hiring guidelines Implementation
  - Tell Arturo about openings so that he can ensure diversity guidelines are being met when they are posted
- Collaboration with Delta
  - Students from Delta
  - Events
- Demographic Data Collection and Analysis
  - Profile on how where doing
  - What should we look like
  - What’s available for HS Students
  - Adequately evaluate diversity
- FHB Teaching Evaluation proposed Language
  - Section 7.5.4.a. – Evaluation Criteria Defined: Section on Teaching Proposed New Language:
    - “excellence in teaching can also be demonstrated through the following:…teaching that is culturally responsive – evidence of successful teaching of diverse student populations that is inter-culturally proficient…”

III. Subcommittee Updates

- Multicultural Programming Update (Serjio Acevedo & Katherine Berglund)
  - Did not have defined goals, only a charge
  - We explored our own definitions of multicultural and came up with the following goals:
    1. To offer creative ways of enticing a broader audience to cultural programs
2. To encourage collaborative multicultural partnerships in campus events
3. To educate the campus community on the distinction between diversity & multiculturalism
4. To increase student involvement with the UDC
5. To coordinate a multicultural event that highlights the spectrum of cultural richness at Pacific
   - We are looking into how can we get more people-diverse interested
   - Pacific is an over-programmed campus (top10 of most active campus)
   - Would like to collaborate more and have less programs but more involvement
     - Programs should be brought together
   - Diversity vs. Multiculturalism
     - Visions Training on January 07th & 08th
   - Multicultural Programming can be diversity consultants to University
   - Multicultural Programming can increase student involvement
   - We are trying to coordinate one key event that gives richness to our doctrine
   - On November 11th, we hosted a “Diversity vs. Multiculturalism” presentation with fresh churros!
   - Our next subcommittee meeting is 12/18/08 from 10:00-11:00 in Zischke at which time we will organize our meetings for 2009 and determine objectives for each of our five goals to achieve results in Spring of 2009

- Student Recruitment and Retention (Allison Dumas & Gabriela Satvadiyev)
  - Presents and defines their mission statement
    - Bill Coen – feels we are all identifying the language differently
    - Arturo Ocampo – we will need to discuss at a later time

- Curriculum Development (Cynthia Dobbs & Arturo Ocampo)
  - Hand Outs
    - Diversity Curriculum Initiative
    - “Difference, Power, and Discrimination Faculty” seminar syllabus
  - Diversity Curriculum Requirement
    - Faculty to change their courses for diversity
    - Committee developed survey to send to faculty for criteria
  - Diversity Course Development Seminar
    - Susan Shaw will visit with Pacific on February 3, 2009
      - She will explain how seminar works and what the outcomes should be
    - Ms. Shaw will present the seminar in the week of May 18, 2009
  - Pac Seminar
    - There is a lack of diversity representation
    - Lou Matts & Dean Krise will be at the Pac Seminar
  - Dr. Daryl Smith
Leading expert in diversity in higher education
Will be visiting February 12th
- 12-1:30 COP
- 2:30-3:30 UDC
  - to talk to committees about diversity
Would like Carolyn to talk about diversity hiring
Someone with the future of California and what that means to us

- Faculty and Staff Recruitment and Retention (Stacy Turks & Kathleen Quinn)
  - Last meeting we discussed our reason for being
  - Next meeting we are going to solidify better:
    - Next project is to create a charter for ourselves because our great ideas overlapped into other areas.
      - We agreed we would like to support, but needed direction
  - Define charter
  - Faculty recruitment guidebook
  - Staff recruitment guidebook
  - How we can diffuse diversity into the guidebooks
  - Retention: why do people stay? Leave?
    - We don’t know why.
      - Uh-Ha moment to do research - Explore this avenue, conduct surveys, ask questions and have concrete answers for that
      - Once info comes out we would like to supply training on retention
      - We would like to explore how can we best support the affinity groups

- Campus Climate (Edwin Lindo, Joanna Royce-Davis, Ginger Bredemeier from McGeorge)
  - Handouts
    - Train the trainer model meeting that everyone is invited to (visions)
    - Please RSVP with Joanna Royce-Davis – she will be sending out another email
  - We have representation from McGeorge – Thank you!
  - Move along diversity plan and statement at McGeorge
  - We have made tremendous leaps forward
  - Working with Chapel to find funding to create sacred space (Sears Hall)
  - First year experience would like to create a good first year experience
    - Create relationship with students that may need help or support
    - Create a giving community/inclusive campus
  - School spirit
UDC GENERAL MEETING
12/18/2008 Continued

- School spirit: more collaboration and willingness from athletics and student governments – student interaction
  - Idea: Bring back football to campus
    - How? Club football team (Not NCAA, Div 1 or Div 2)
    - Homecoming football game on Pacific Campus

SIDE CONVERSATION INITIATED (See End of Minutes)

- Alumni and Community Outreach (Arturo Ocampo & Bill Coen)
  - Has only had one meeting
  - Invited alumni through different diversity groups to sit in
  - Set out to look at a calendar of proposed events to sponsor or cosponsor in 2009
  - Xiaoqing Zhou request that we bring Junot Díaz to campus and cosponsor – Ines says he’s already on the radar and his price is $10k

IV. Spring Diversity Retreat: Friday, 4/17/09
- Theme of the forum
  - Xiaoqing: Panel for students Link diversity to PR15 (mission statement) and initiatives – what do we want to achieve
  - Why is diversity important in education
  - Where we’ve been, where we’ve gone, where we want to go
  - Serjio: Start where we left off last retreat and build from that
    - Brainstormed from subcommittee
    - Each person was given five or six dots to see our assessment focused
    - He has last year’s materials
  - Planning Committee Form:
    - Serjio
    - Katherine
    - Allisson
    - Xiaoqing
  - Developing score card for diversity in curriculum
    - All subcommittees using the same score card – tabled for next meeting

V. Email John, Arturo and Katherine dates for next year

Side Conversation:

Racial experience on campus: In Housing
- Xiaoqing relays a story she heard about an African-American student who received a note in his dorm room that said, “‘N’ word – go home!”
- Some comments around the table:
  - White students grew up learning that certain things not to say, but it’s here
  - Black student’s presence here is questioned
• Laughing at Asian-American students
• Posters: Did you taste the Kool-Aid (Obama)
• Salvina: Freedom of speech is one thing, but when it creates a hostile environment is another. ** We do not condone or promote that type of behavior **
• Classroom is controlled and residence is more open and targeted for those kinds of acts
• Students aren’t comfortable to bring the issues to us
• All postings should go through housing
• Edwin: postings are approved through student leadership. We will be taking actions to make aware and find out how and why
• We need to come up with what is deemed a hate crime and hostile environment and repercussion
  o Joanna: It is defined in Tiger Lore
• Edwin: the poster was more for a cult and not racial – still is not “pacific” like
• Arturo: Hate crime, diversity policies – if it’s violated then we have a basis to address it. Discriminatory is not always intentional. Broad training to ourselves and students to where those lines are.
• Students are not happy. Library custodian has heard students are outraged.
• Serjio: Things do change and what’s challenging
• I see student unintentionally made poster will learn a lesson from this
• This student graduates - There is something beyond Pacific that has oppressive tendencies
• Multi-culturalism is not a goal, it’s a process
• We shouldn’t feel we’re not doing enough, because we’re doing a lot
• The students are coming in with a lot of misperceptions and we need to bridge those. Let’s talk and see where it goes instead of pointing fingers. Umbuds person? People come and go, there’s a lot of diversity and change. Rotating door
• Edwin: they need to know that they were in violation of Tiger Lore and made to give apology. This is inappropriate – can we resolve this: from perpetrator
• Arturo: there are intentional actions and we need to let them know that it is not acceptable. We need to send a clear message and make a clear statement out to the community and employees. These things have to get out. The impacts broader. We should be willing to provide training on these areas. Mediation is a great and positive tool.
• Cathy M.: Doesn’t feel that either perpetrator or victim will get in the same room together. But the community needs to know the particulars. This will help the community know what is acceptable and what is not.
• Edwin: Town Hall meeting or E-News
• Salvina: Please be our eyes and ears and make us aware of any potential problems. We need your help
UDC GENERAL MEETING
12/18/2008 Continued

- Joanna: Teaching opportunities belong to all of us.
- Cynthia D.: hope the end result is the zero tolerance. Feedback to the person who approved it. It is both objectively and subjectively offensive.
- Inez: Actions need to be addresses up front so no one can second guess it. Protect diversity (Serjio’s interpretation)
- Joanna: Campus wide response. Concerned about timing now because of finals
- Critical incident response teams (recommendations)
- Arturo: is part of student orientation

3:36 adjourn