

**UCSD EDI Advisory Council  
Winter Quarter 2017**

**Friday, January 27, 2017  
Price Center Forum  
9:00 am – 11:00 am**

**Meeting Minutes**

Attended: Keiara Auzenne, Martin Boston, Joanna Boval, Manuelita Brown, Amanda Chavez, Josh Cole, Porsia Curry, Cynthia Dávalos, Glynda Davis, Ricardo Dominguez, Abraham Galván Ashley Gambhir, Ben Grinstein, Kafele Khalfani, Anthony King, William McGinnis, Becky Petitt, Chandler Purritty, Emily Roxworthy, Kaustuv Roy, Frank Silva, Wendy Taylor May, Shaun Travers, Tara Vahdani, Megan Visaya, Minh-Hieu Vu, Edwina Welch, Ebonee Williams

Meeting called to order by Vice Chancellor Petitt at 9:10am.

1. Welcome and Introductions
  - A. Welcome by Vice Chancellor Petitt and Dean McGinnis
    - VC Petitt welcomed Diversity Council members and asked them to introduce themselves.
  
2. Overview of Strategic Planning Process
  - VC Petitt began review of strategic planning process, which was the main focus of today’s meeting.
  - Strategic plan is important in fulfilling institution’s mission of intentional inclusion; the plan builds in systems of accountability and addresses the needs of all groups, which are often presented in the form of expectations or “expectations,” as we shall refer to them going forward.
  - Important to connect human and financial resources.
  - Not all expectations are achievable due to finite resources and inherent tradeoffs.
  - This is a marathon, not a sprint: we must prioritize what to address now, and what must be long-term.
  - The Council will assist VC Petitt and the Chancellor in creating a campus-wide framework on diversity, with benchmarks for progress.
  - VC Petitt introduced analyst Laura Kertz to talk about the comprehensive accountability profile, which can help units review their data and make improvements.
  - The Council will rate units on progress, along with the EVC and Chancellor, with an aim for unit heads attending accountability meetings every other year, with the chance to receive performance-based funding.
  
- A. Overview of Accountability Profiles
  - Laura Kertz gave brief overview of info sent to unit heads, which focuses on four areas: presence, retention, progression and climate.
  - Each area has indicators of success for each campus constituency.

- While most info is already available to the unit heads, we will be compiling in one place and then formatting through a divisional lens, with aggregate unit-level data broken down by major, etc.
  - Data will be distributed to Cabinet and Divisional Deans.
3. Diversity Strategic Plan and IdeaWave: Engaging the Campus with the Core Tenets
- Frank Silva discussed the usage of IdeaWave to ensure the entire campus is involved in the development of the Strategic Plan.
  - Input will be solicited through four phases from campus community, and will also be requested directly from Associated Students, Graduate Student Association, Staff Association and Academic Senate.
  - Input will be solicited and incorporated in each phase, beginning with refining the core tenets and identifying campus priorities, through the development of a final draft of the Strategic Plan.
  - We are currently developing promotional campaign for all phases.
  - Ben Grinstein suggested soliciting feedback from the Council of Chairs as well, which was agreed.
  - VC Petitt stressed that the idea is to give ownership to all since all will be living the plan.
  - VC Petitt reviewed the four core tenets:
    - i. Inclusive Excellence – a sense that diversity isn’t just a moral good, but one which improves the function of the university and permeates all we do.
    - ii. Inclusion – including commitments to the diversity infrastructure which ensure diversity can thrive.
    - iii. Community (or “Climate of Care”) – how to spread a positive climate and work toward common goals.
    - iv. Accountability – ensuring achievements are measurable.
  - Important that we listen to what our constituents say is important to them, and center those needs in the strategic plan.
  - Some existing expectations were already going to be addressed, but we must show them that we have heard them and are acting on them.
4. Action Planning - Mapping Community Expectations to Core Tenets
- Ashley Gambhir reviewed community expectations.
  - Council members broke out into their respective committees, each of which were assigned a group of community expectations. Committees then aligned each demand to one of the core tenets in order to be addressed accordingly.
5. Wrap-up and Announcements
- The next EDI Advisory Council meeting date is TBA.

Meeting adjourned at 11:00am.