I. Welcome & Introductions

The Chair of the Council, Professor Bob Continetti, opened the meeting at 2 pm. The Council introduced the representatives of the following university organizations as ex-officio members of the Council:

Robin Wilson – (AIFSA) American Indian Faculty and Staff Association
Pamela Fruge – (UJIMA Network) Alliance of Black Staff, Faculty, Students, Alumni and UCSD Community
Robert Baca – Chicano-Latino Staff Association
Jocelyn Pacheco - Pan Asian Staff Association
Maria Hernandez – Diversity Association @ Hillcrest
Alice King – Center for Ethics and Spirituality

The Diversity Council roster has been updated to include their contact information. Council members reviewed the Chancellor’s charge to the Diversity Council so that all members present were aware of the purpose and goals of the Diversity Council.

Chair Continetti reported that he attended the meeting of the Climate Council that took place earlier in the day. His role on the Climate Council is as a faculty representative. Today the agenda of the Climate Council included discussions of the March 4th Agreement; the hiring practices of faculty; identifying a permanent location for a student resource center for MECHA and BSU students at the Student Center; and, a presentation by the Chair of the Academic Senate Committee on Diversity and Equity, Judy Varner, that recommended that UC San Diego establish an office of the Vice Chancellor for Equity, inclusion and Diversity. The next Climate Council meeting will take place on December 2nd.

Q: Will the Climate Council post their meeting minutes?
A: Formal approval of previous meeting minutes have not taken place, though at today’s meeting there was a discussion to ensure future Climate Council meetings are open to the public. There has been no decision to electronically post meeting minutes.

II. Minutes from Previous Meeting

The Council discussed the recommendation that the Diversity Office prepare and send a draft copy of the minutes to individuals who presented reports during the meeting. Once feedback is received from the presenters, the Diversity Office will send the revised draft to the Council for review. Members will be asked to approve the minutes at the following Diversity Council meeting.
III. Special Report
Associate Dean Jeanne Ferrante – presented a report on the Diversity Efforts of the Jacobs School of Engineering. During a summer retreat faculty and staff reviewed its practices with special attention to its diversity efforts. As a result, a Diversity Advisory Council, made up of faculty, staff and students, was created to advise the Dean on issues that focus on diversity within the engineering field. The Advisory Council has eight subgroups that meet to address faculty and student recruitment, community outreach and industry partnerships.

For information, members are encouraged to visit http://www.jacobsschool.ucsd.edu/diversity/ for more information.

IV. Committee Reports
The Committee on Inclusion and Disability – Michelle Peters, Executive Director, Office for Students with Disabilities - The Committee on Inclusion and Disability Annual report was presented to the Chancellor. The Chancellor was impressed by the new activities that have resulted in an improvement in staff, student and family interactions. She was also excited with the progress made by the Committee on Inclusion and Disability of the Diversity Council and other disability related efforts on campus.

Peters reported that Barry Niman, Director, ACCES, has retired from the university. He is willing to serve as a consultant to the Committee on Inclusion and Disability.

The Office for Students with Disabilities has created its first professionally produced informational insert that will be included in a larger brochure distributed by the Office of Student Disabilities. University Publications facilitated the development of the brochure. Peters disseminated the full brochure to the Diversity Council today. The Committee on Inclusion and Disability is currently discussing expanding the Committee’s membership and progressing on the five year goals developed during 2009-2010.

V. Chancellor’s Diversity Office Report

a. Admissions and Recruitment Yield Data – Sandra Daley
Daley reported on the final yield data. The Council reviewed the data and discussed more in-depth the enrollment data; comparing the data of last year and this year. With a more than 20% increase in the number of applications, the Diversity Council’s Recruitment, Admission and Yield [RAY] Committee exceeded its goal of increasing the number of freshmen and transfer student applications by 10%. In order to improve the yield for all population groups, UC San Diego students, staff and faculty must implement the strategies outlined in the “alumni life cycle” [see attachment] – engaging students and their families from pre-application through post graduation. By maintaining a positive and meaningful relationship with all members of the UC San Diego community, UC San Diego stands a better chance of stimulating student enrollment, building advocates and developing philanthropic giving that supports our mission.

The Council can find more data on the Student Affairs website located: http://studentresearch.ucsd.edu/sriweb/data.htm

Q: The American Indian Faculty and Staff Association [AIFSA] is interested in identifying best practices to aid in the recruitment and yield of Native American students as well as present a report on their efforts to reach out to the Native American population.
A: The Diversity Office recommends attending the Undergraduate Retention and Yield Committee meetings to present the report; network with other committee members; and, learn and participate in these efforts.
a. Quick Response Team Status – Sandra Daley
   During the last Diversity Council meeting there was discussion on the need for a rapid response team and a procedure to inform Council members of the status of and talking points associated with an unplanned high alert event. Daley presented the Council with the Controversial High Profile events: Unplanned Protocol [see attached]; the Diversity Council is a tertiary point of contact. In the event of an unplanned event, the Chancellor’s Diversity office will send an email alert to Council members that will include a brief summary of event(s) as well as talking points (if needed). All members of the Diversity Council are on the distribution list.

b. Response to Bullying/ LGBT Teen Suicides– Sandra Daley
   Shaun Travers, Director, UCSD LGBT Center disseminated an e-mail letter to the campus community prepared by the UCSD LGBT Center in response to the recent bullying and LGBT teen suicides on the campus of our nation’s universities. The letter also included a response from Chancellor Fox addressing a discriminatory event that occurred on Library Walk.

c. Status on Bias Reporting – Sandra Daley
   The Bias Reporting Web Form is active. http://ophd.ucsd.edu/reportbiasform.asp

   The Council discussed the bias reporting topic at length, touching on Daley’s recent visit to the Museum of Tolerance in LA; a new study in Health Sciences is looking at the effects of continual exposure to stress on the human body and identifying the best responses to acts of violence in all forms.

   The Council has invited Drs. Reina Juarez, Director, UCSD Counseling and Psychological Services and Briana Boyd, UCSD Counseling Psychologist to the next Diversity Council meeting to give a presentation on micro aggressions and their impact on our community.

d. Diversity & Inclusion Calendar – Glynda Davis
   There is now a direct link to the Diversity webpage from the main UC San Diego homepage http://ucsd.edu/ Visitors are now able to access our Diversity homepage by clicking on “Diversity Matters”.

   The Diversity homepage also includes a link to the new Diversity and Inclusion Calendar. Davis reported that anyone can post a diversity focused event through the main calendar events page. In setting up the event, select the “Diversity and Inclusion” for event “category” and the event will automatically pop-up on the Diversity and Inclusion calendar! The Council discussed ways to promote diversity events and highlight Council sponsored events on campus.

   http://diversity.ucsd.edu/index.html

VI. Unfinished Business
   Principles of Community Revision – Tabled to next meeting

VII. New Business
   No new business

VIII. Next Steps/Action Items (Bob Continetti)
   Drs. Juarez and Boyd will join us for the next Diversity Council meeting
   The Diversity Office will get minutes out to the members in a timely manner.
IX. Announcements & Adjournment

Otis Watson announced the UCSD Women’s Triton Basketball team will be playing the Stanford University in November 2010.

Meeting adjourned at 4:15 pm.

Diversity Council Meeting Schedule (meetings are 2-4 pm unless noted otherwise)

- February 17, 2011 (Jacobs Hall, School of Engineering)
- April 21, 2011
- August 11, 2011 (12-4 pm)