I. Welcome & Introductions

Alex Hoffmann called the meeting to order and introduced himself as a Professor of Chemistry and Biochemistry and the new chair of the committee. Former chair, Bob Continetti co-chaired the meeting with Alex per the request of Glynda Davis. Everyone in the room proceeded to introduce themselves.

II. Minutes from Previous Meeting- August 11, 2011

Alex mentioned that the minutes reflect an undergraduate yield report and data presented by Mae Brown that was quite informative. There is also a faculty hiring update from Jeanne Ferrante which was quite encouraging. Alex added that this year’s faculty applications included a section that required candidates to address their contributions to diversity. One item that was discussed in some length at the last meeting was that despite the success in hiring faculty of African American, Asian and Hispanic background there, Native American hiring has not been successful. He said that we need to address this through other avenues to foster success in that area.

Otis made a motion to pass the minutes and made a comment thanking Nadia for producing the minutes.

Yolanda requested an amendment to be made under “Climate Council update,” to change language in her comment to include “some.”

Alice requested an amendment be made under “New Business” to change language to “Jewish and Muslim students met for dialogue”. At the beginning of the year, student interfaith council was established for the purpose of bringing spiritual student organizations together.” Change Center for “Faith” and Spirituality to Center for “Ethics” and Spirituality.

Otis moved to accept all the friendly amendments, Davyda seconded.
III. Committee Reports
Committee on Inclusion and Disability (Paula Doss)

   The committee met earlier in the day and decided that Paula would be the chair for the committee for 2011-12 and that Joanna will serve as chair for 2012-13.

2. Invite two to three leaders within the local disability resources community to be members of the I&D Committee.
   Moving forward the committee plans to invite community members whose agency deals with disabilities.

   The committee did review 2010 report and is moving forward on the plans for 2011-12.

4. Develop initiatives for the 2011-12 academic year.
   Accessible navigation for being included on campus maps on roll out basis more to be done in terms of the maps that is 25% checking periodically Brian Demuelle, who is responsible for overseeing that.

OSD has made changes to website to make it easier to navigate by decreasing number of pages and decreasing information.

ACCES is including more self help information for individuals who need disability benefits for faculty and staff. The intent is to initiate the process on their own if they would like to without having to meeting with someone. ACCES plans to develop some interactive online training regarding interactive process to determine what accommodations

The committee is also trying to determine the appropriate constituency to review the PPM disability access policy and guidelines.

Paula mentioned that the committee will have some ideas for questions to be included in the UC climate survey related to climate for people with disabilities. They plan to allow Glynda Davis to attend one of their next meetings.

Paula mentioned that there was a survey across all the UCs to see how accessible their websites are. Initially, UC San Diego was in the bottom segment of that list that evaluated those services; however, we are now in the top two after having made some improvements.

Paula mentioned that this campus needs to designate an accessibility coordinator and that would be followed by putting together an accessibility committee to review websites.

Alex asked Paula who is on the I&D committee. Paula responded that herself, Professor Magde, former provost Ann Craig, Joanna Boval, Wendy Sandvik, Otis Watson and a couple of students.
The committee also had a lengthy discussion today about Veterans and their special needs. Nadia added that one of the seats on the council is now reserved for a representative from the staff and faculty Veterans Association, and Billiekai Boughton who was unable to make it will be in that seat. Joanna mentioned she intends to have a meeting with the president of the student Veteran’s Association, the staff and faculty Veterans Association, OSD, CAPS and some of the representatives from Veteran’s Associations from off-campus because our veteran population has needs and we want to make sure they are being met. Paula mentioned that on the employment side, they will be responsible increasing their monitoring and reporting of Veterans working on campus, tracking employment activities.

Edwina mentioned adding something on the Diversity Matters website for people to find information on how to make websites more accessible. Joanna mentioned that there is a website that can run thorough a website then analyze it and then give you suggestions on what needs to be changed to make it more accessible; there are programs that do the analysis for you. Paula said we have this application available to us as a sort of diagnostic. We have this for program for 2 years through the Office of the President. Paula added that we need academic departments to get on board with this.

IV. **Office of Equity, Diversity and Inclusion Report (Nadia Tapia)**

Alex asked Nadia to give the report. Nadia mentioned that Glynda is not present because she is attending a meeting at OP with sister campus counterparts to share information on diversity activities, resources and organizational structures. Glynda will be providing a report on this meeting at the Winter Quarter meeting. This year, the VC EDI Office allocated over $14,000 in funding to Staff Associations that participated in the EDI Office proposal process. The activities funded include speakers, and professional development and networking events to support membership growth and development. Glynda participated in a system-wide meeting in San Francisco on August 26th along with representatives from the sister campuses and OP representatives. Sue Rankin, of Rankin and Associates, will be conducting the Climate Survey across the UC campuses and has several years of experience in conducting climate surveys. Marnie Brookolo was named Interim Director, Women’s Center while a search is being conducted for a permanent replacement. CSW named Davyda Johnson, HR Specialist in Career Services as the Staff Co-Chair. Glynda will be travelling with representatives from Human Resources to brief the Chancellor and Vice Chancellors on staff employment activity for the past year. Other topics to be discussed at this briefing include: Affirmative Action and diversity progress, outreach and recruitment focus for 2011-2012, succession planning.

V. **Unfinished Business- Approval of 2011 Recommendations to the Chancellor**

Bob mentioned that in a discussion with Alex, some questions came up about the initial recommendation. It would be good to ask for an independent review to be done. Lia said that we have a mild consensus to add a sentence that says something like, “In addition we also recommend an independent review.” Bob suggested the sentence say, “In addition, we also recommend consideration of an independent review of the admissions and yield data to better understand this result.” Bob proposed that we add this sentence and Otis made a motion to set this language. Lia seconded the motion.
The revision will be made and the letter will go to the Chancellor as soon as Glynda gets back.

VI. New Business
   a. American Indian Faculty and Student Recruitment Issues
      Shaun mentioned the cluster hire for Native American faculty. He added that a big piece of [hiring] is the applicant pools. If we do not have any Native Americans in the applicant pools then we should not be shocked that we are not hiring in any. He recommended that we work with Carla Solomon’s office to see if there can be specific requirement in terms of pool. Bob mentioned that Carla expressed her willingness to come to these meetings as the Director of the Academic Diversity and Equal Opportunity.

      Edwina said that one thing she noticed in the minutes is that we need to help the campus revisit the cluster hire because given the number of tribes in the area we have no academic presence. Edwina asked if the council can get an update on the status of the recruitment to help us engage the community. Yolanda added that in Ethnic Studies, they have not had a Native American teach and this year we have Natchee Blu Barnd as a lecture and they are adding two more Native American Classes so Ross Frank and Terry Sole will be teaching in the winter and spring. Alex suggested that we formally ask the EVC for the status of those hires.

   b. Update on Bias Reporting System
      Shaun mentioned that Lori needs to be there to give an update. Nadia suggested that we revisit this at the next meeting.

   c. Israeli and Palestine Issues
      Alice mentioned that last time we talked about this Dr. Daley suggested that someone come to present information to increase our knowledge as to what step should be taken as well as what recommendation should be made to the Chancellor. Edwina suggested that some from the Diversity Council members might have conversations with these groups. Shaun recommended pairs to visit people before the next meeting with Muslim and Jewish student organizations. Lia and Shaun will be one pair. Alex asked that a communication be sent asking the group for another member to volunteer to go with Edwina. Alex said that the goal is to have reports on these two groups at the next meeting to provide information on what we should be doing next.

VII. Next Steps/Action Items (Alex Hoffmann)
   a. Ask April Bjornsen and Mae Brown for updates on their admission and yield data.
   b. Diversity Council and subcommittee membership.
   c. Make amendments requested by Alice and Yolanda.
   d. Requirement from OP to designate an IT Accessibility Coordinator on the campus.
   e. Edit recommendation to the Chancellor to include independent evaluation of admissions and yield data.
   f. Formally ask EVC to provide update on cluster hire.
   g. Update on Bias Reporting from Lori at next meeting.
   h. Send out email to DC asking for an individual willing to accompany Edwina to talk to either Muslim or Jewish student organizations. Lia and Shaun will talk to either of the two.
VIII. Announcements & Adjournment
   a. Davyda mentioned that the annual Women’s Conference will be March 7th from 9 am to 1 pm.
   b. Yolanda mentioned that BSU, PASA and CLSA will host the 6th Annual Flavors of Diversity will be on November 29th.
   c. Paula mentioned that annual Equal Opportunity Award Nominations are open for nominations and awards will be presented on Valentine’s Day 2012.
   d. Otis mentioned that on November 2nd UCSD and Stanford are playing.
   e. Lia mentioned that GISOI is seeking a Co-Chair.

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

- January 26, 2012 (Location: EH&S UCtr 401)
- April 19, 2012
- August 16, 2012 (12-4 pm) (Location: EH&S UCtr 401)