I. Welcome & Introductions
Chair Bob Continetti, opened the meeting at 2:15 pm. The Council introduced themselves and welcomed special guests; Dr. Reina Juarez, Director of UCSD CAPS, Dr. Briana Boyd, Counseling Psychologist and Lori Chamberlain, Director Office for the Prevention of Harassment and Discrimination.

Bob thanked those of the Council who participated in the Senior Vice Chancellor – Academic Affairs Candidate interview meetings.

II. Special Presentation
Lori Chamberlain, Director of the Office for the Prevention of Harassment and Discrimination
Lori gave a half hour presentation on the role and work of the Office for the Prevention of Harassment and Discrimination (OPHD), formerly the Office of Sexual Harassment Prevention and Policy. She introduced and provided details on how OPHD handles the complaints submitted through the UCSD Bias Reporting website and phone calls to OHPD. She noted that since its inception in September 2010, the number of reported incidents has increased; both students and staff have utilized the service.

Q: Where on the website does it state how many people will review their submission?
A: OPHD can make it more obvious to site visitors, but in reality there are only three people who see the original submission. Once the incident is reviewed it is referred to the appropriate campus resource. Example if it is graffiti – that will be referred to campus police or if a person identifies themselves, and wishes to be contacted, the OPHD staff will follow-up with them and provide the appropriate service.

Q: Is there a place on the OPHD website that has statistics on the number of incidents reported; what population on campus is being served; what kinds of incidents are being reported?
A: There is not a place on the website as yet, but we have already received requests for statistical information. We do plan to put this information on the website. At this time we have them in our annual report.

Q: Are there resources for people to submit reports in other languages?
A: The reporting form is not in another language, but there are people on staff who speak another language and they have the ability to provide translator services.
Q: Do OPHD work closely with the Ombuds Office?
A: Yes, OPHD does work with the Ombuds Office. Sometimes they will call OPHD with hypothetical questions. If an incident would be better served by the Ombuds Office then OPHD will refer to them.

Q: How clear is it on the website, the level of confidentiality a person can expect when submitting a report to OPHD?
A: Though, OPHD is not a truly confidential office; they cannot promise confidentiality and inform people that before they report an incident. This policy is also posted on the website. That said, often times, people that make reports, don’t want to have anything done or decline to provide their personal information for fear of retaliation or because they don’t want to be involved, but just want someone to know what happened. In this situation OPHD will work with the person to get them the proper help.

Q: How does OPHD handle third party reports of incidents?
A: In most cases, the victim of an incident does not wish to be identified, so someone else will report the incident on their behalf. OPHD will document the incident, but they are limited in how much help they can provide because the victim hasn’t come forward.

Q: What is the turnaround time for responses to calls?
A: If someone calls the office they are called back immediately.

III. Special Presentation

Reina Juarez, Director and Briana Boyd, Clinical Psychologist – Counseling & Psychological Services (CAPS)

Drs. Juarez and Boyd gave a presentation on the work of CAPS and how exposure to long-term microaggression affects a person’s stress level. Dr. Juarez noted the day of the Diversity Council meeting is also the anniversary of the events that happened a year ago. They opened the presentation with a retrospective of the events; how they affected the campus community, the fall-out and response and where we are now.

Q: Does CAPS have this presentation available to be presented to other cultures, i.e. a presentation focusing on the Native American population, the Latino/Chicano population and their experiences with issues of discrimination, inequality and violence?
A: Dr. Boyd is willing to meet with Diversity Council members who are able to help create and promote a presentation like the one presented, as well as, resources that are tailored to the Native American and Latino/Chicano students.

Q: What is the best practice in “validating” someone? What one thinks and says is validating may not be to the person hearing it. So how does one find a balance or how would one recognize when both parties are missing the point? Would it be possible to have another presentation on that particular subject?
A: Dr. Boyd and Dr. Juarez said they are available to come give another presentation on validation.

Q: Is it possible to have FSAP come to a Diversity Council Meeting to provide a presentation for staff/faculty in dealing with conflict issues?
A: Diversity Office will look into extending an invitation.

IV. Committee Reports

Glynda Davis gave a brief report on the web page for UCSD Outreach.

From the Diversity Matters website, visitors may follow the UCSD Outreach link to the interactive website that shows where UCSD-sponsored programs are taking place.
V. Chancellor’s Diversity Office Report
   A. Update on VC EDI Proposal – Sandra Daley gave a brief update on the current stage of the VC EDI proposal. This proposal is currently being reviewed by the Chancellor’s Office to review how it will fit within the UCSD structure.

VI. Unfinished Business
   The February Diversity Council Minutes have been approved.

VII. New Business
   No new business

VIII. Next Steps/Action Items (Bob Continetti)
   Staff@Work Survey – tabled until next meeting

IX. Announcements & Adjournment

   Meeting adjourned at 4:15 pm.

Diversity Council Meeting Schedule (meetings are 2-4 pm unless noted otherwise)
   • April 21, 2011
   • August 11, 2011 (12-4 pm)