

UCSD EDI Advisory Council
Huerta-Vera Cruz Room
Wednesday, April 17, 2019
9:00-10:30am

In attendance: Vice Chancellor Becky Petitt, Assistant Vice Chancellor Diane Forbes Berthoud, Dean Steve Boggs, Mary Anan, Aleena Arakaki, Shanai Beime, Joanna Boval, Brianna Brawley, Lakshmi Chilukuri, Cynthia Davalos, Glynda Davis, Diane Forbes Berthoud, Kiara Gomez, Robert Horwitz, Anthony Keen-Louie, Tsuyuki Kiyomi, Luis Legaspi, Frank Silva, Michael Trigilio, Amber Vlasnik, Ebonee Williams, Melissa Williams, and Alicia Yancey.

1. VC Petitt welcomed the group and introductions were shared around the table
2. Revitalizing our Principles of Community
 - a. Shared survey with and collected feedback from Advocates and Influencers group. 127 staff, faculty, and students attended the April 1 meeting. Came up with these concrete Action Steps – Strategies for implementation to promote/market the POC
 - i. Training
 - ii. Visibility
 - iii. Incorporate (improve incorporation) into performance reviews
 - iv. Discuss more frequently and on a consistent basis
 - b. Learnings/Questions
 - i. How can we improve student participation in survey?
 1. Timing, priorities. EDI will try to coordinate better next time.
 2. Email feedback anytime: diversity@ucsd.edu
 3. Suggested to speak with Assoc. Dean, Grad Division about incorporating POC in graduate student orientation
 - ii. Mentioned that no clear list of Teaching Assistants exists – work to develop list
 - c. Next Steps:
 - i. Expand survey group – additional engagement with grad/undergrad groups
 - ii. Mapping process policy – continue to expand and share with related offices (HR, etc.)
 - iii. Aim to release recommended changes Fall 2019
 - iv. Suggestions on how to best share/promote/disseminate the revitalized POC are welcome: diversity@ucsd.edu
3. Strategic Plan for Inclusive Excellence - Accountability Process
 - a. Accountability Profile measures
 - i. Faculty Recruitment and retention
 - ii. Climate
 - iii. Equity
 - iv. Staff Recruitment and retention
 - v. Student data
 - b. Unit heads and FEAs will perform a self-analysis
 - c. Annual Accountability (closed) meeting to examine current state/desired state, draw attention to strengths and opportunities
 - d. Dean Boggs mentioned the value of examining trends over time – especially areas such as faculty diversity. Desire to make UC San Diego a national leader in this area.
4. Elena Hood – presentation on Tribal Engagement
 - a. Dr. Hood, Director of the UCSD Intertribal Resource Center, began with a land acknowledgement – unseated Kumeyaay land that we currently occupy
 - b. Declared purpose of her presentation: to give historical context and to spark further conversation.

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- c. San Diego has 18 federally recognized reservations, not 18 different tribes. Most people are unaware of this. Highest number of any county in the U.S. Reservations are sovereign nations. This means that there is a government to government relationship between the reservation and the federal government. This proves most relevant when things like Prop 209 come up. Native status is looked at not as race, rather a nation. Prop 209 does not apply to Native population. Native people in the San Diego area have a diverse range of experiences, for example, Elena's mother came from Oklahoma during relocation times.
 - d. Dr. Hood gives an overview of the stages that California Indians went through: Precontact, Mission Era, Extermination/termination, Reservation, and Revitalization Era
 - e. Casino era was rough as large amounts of money were influencing young people's decisions to pursue education. When advising young people, Dr. Hood learned to not equate education only with money, rather, to explain to the young people that because reservations are sovereign, an educated populace is needed to maintain sovereign status.
 - f. Historical trauma that Native population have endured. For example: Federal boarding schools, "Kill the Indian, Save the Man" motto: people were beaten, hair was cut off, native dress and languages were forbidden
5. VC Petitt introduced Alysson Satterlund – Vice Chancellor for Student Affairs
- a. Alysson conducted introductions around the table, introduced herself: Former AVP/Associate Dean at CSU San Bernardino, first generation college graduate from CSU Chico, Doctorate in Communication at UNC Chapel Hill. Inspired her siblings to go to college.
 - b. Student Affairs has begun the Strategic Plan process – to help inform this, Alysson invited the EDI AC to a strategic planning session with a consultant on April 30, 3:00-3:45
 - c. Emphasized service to students, 38,000 bosses. Wants to make sure all are represented. Associated Students elected an international student to the Executive committee for the first time ever.
 - d. During this time of Facilities growth: How can we mitigate impact on student body? How can we connect student body with process? Examples: student engineers involved in projects, students selecting or designing artwork for buildings
 - e. Aim to improve transfer student experience – Workgroup in progress to develop recommendations
 - f. April: all staff meeting for Student Affairs.
 - g. Open Meetings – will send dates to Frank.
6. Group Announcements:
- a. Frank Silva announced that Vice Chancellors Petitt and Satterlund will be visiting all Campus Resource Centers this spring for informal meet and greet sessions with students.
 - b. All EDI-AC members are invited to the VCSA strategic planning session on April 30, 3:00-3:45 in the VCSA Conference Room, UCtr 112.