

PCHRDE Minutes
April 9, 2013
Prepared by: Anna Pavin

Present: Leah Alarcon, Julia Balèn, Catherine Burriss, Daisy Carranza (student), Renny Christopher, Joanna Murphy, Colleen Nevins, Laurie Nichols, Anna Pavin, Damien Pena, John Reid, Darius Riggins

Guest: President Richard Rush

Dr. Rush attended the meeting to thank members for their dedication to the Commission and to confirm his support and commitment to a diverse campus stating “We don’t tolerate diversity, we welcome it”. He insisted that we can’t allow anything less than a full on acceptance of diversity. Dr. Rush stated that everyone on campus needs to continue to grow. He suggested that members of the Commission act as the “point of the spear” that breaks through the hesitations, put downs, passive resistance, and the other things that do not allow us to become what we want to become.

There was a group discussion of various issues and possible approaches to increasing awareness including:

- New employees need to be socialized in our value system
- Identify and provide training about our culture and values
- Increase information presented in the New Employee Orientation program
- Enlist support of supervisors to encourage employee participation in diversity training and/or events
- Planning workgroups have been charged to align diversity into the strategic plan
- Embracing diversity makes us better than we were before
- Be sensitive to “information overload” and avoid throwing too much at people at one time
- Identify sponsorship opportunities that link PCHRDE with cultural events held throughout campus
- Limited resources of Commission members who are heavily committed in their specific role on campus
- Develop a template that programs/departments can use to explore their value system
- Organize meetings for supervisors to meet with Dr. Rush to increase their understanding of the importance of this issue and how their action or inaction is integral to the success or failure of our mission
- Brand a PCHRDE survey

Minutes from the December and March meetings were approved.

Adjourned