

Annual Report of the President's Commission on Human Relations, Diversity and Equity 2010-11

The Commission adopted the following goals at its meeting on November 9, 2010:

1. Discuss results of campus climate survey and implications for recommendations.
2. Create master chart (update of CME chart). Develop a process for things within the purview of the Commission to come to the Commission; what is the process for Commission review and/or refer to other campus entities? Review current campus policies and determine who holds accountability. How do we make recommendations to action bodies and how do they report back to us?
3. Discuss a potential recommendation for avenues of professional development (listed as a discussion item in last year's annual report); some avenues are included in the HSI grants the campus received.
4. Discuss and (possibly spearhead?) a more comprehensive program (like the SAFE program) for addressing all issues of difference based on campus climate survey. Should the Commission oversee university-wide programs like that, or is it the Commission's job to move them into other homes?

These goals were achieved as described below.

1. *Discuss results of campus climate survey and implications for recommendations.*

The Commission spent the majority of its time in 2010-11 engaged in this action. The results from the Higher Education Research Institute Survey provided a great deal of data which the Commission discussed and digested during this year. The data show CI performing in line with or slightly better than its comparison group of institutions on the survey items. The survey data did not provide a mechanism for drilling down or isolating variables. Therefore, it was possible to observe that, for example, 84.9% of CI students disagreed or strongly disagreed with the statement "I have been singled out in class because of my race/ethnicity, religious affiliation or sexual orientation," while 85.3% of respondents from the comparison institutions disagreed or strongly disagreed (15% of CI students and 14.7% of comparison institutions students agreed or strongly agreed). However, it was not possible to determine the racial/ethnic identification of the students who agreed with the statement. Therefore, it is very hard to draw any conclusions from the numbers. In the example instance, it would be very useful to know whether the respondents who agreed were underrepresented students or were white students in order to be able to further interpret what the responses imply.

After extensive discussion of the survey results, the Commission concluded that without more finely-tuned data, no clear paths of action are indicated.

2. *Create master chart (update of CME chart). Develop a process for things within the purview of the Commission to come to the Commission; what is the process for*

Commission review and/or refer to other campus entities? Review current campus policies and determine who holds accountability. How do we make recommendations to action bodies and how do they report back to us?

Review of existing campus policies and agencies is a comprehensive task which will involve substantial staff time. While some progress was made in determining how to go about this process, this will be an ongoing goal for the Commission.

3. *Discuss a potential recommendation for avenues of professional development (listed as a discussion item in last year's annual report); some avenues are included in the HSI grants the campus received.*

The Commission notes that there were a number of opportunities for professional development for staff and faculty offered during 2010-11, some of them through the campus' Title V grants; there will be more opportunities for both faculty and staff in future years through these grants. Examples of these activities include:

- ISLAS offered a series of webinars primarily for UNIV 150 faculty. Future trainings will be open to all faculty. ISLAS also offered training for peer advisors (University Experience Associates), who are students who will work with the UNIV 150 classes.
- Center for Multicultural Engagement/Center for International Affairs sponsored two diversity-focused sessions titled "Negotiating Cultures" facilitated by Monica Marcel. These were attended by approximately 30 faculty, staff and students. These are workshops that could be brought to campus again to serve more constituencies. www.languageandculture.com

Commission members continue to be interested in promoting a more comprehensive diversity-training forum for the campus when budget constraints allow.

4. *Discuss and (possibly spearhead?) a more comprehensive program (like the SAFE program) for addressing all issues of difference based on campus climate survey. Should the Commission oversee university-wide programs like that, or is it the Commission's job to move them into other homes?*

While the Commission has not reached a final consensus on this question, it notes that there have been ongoing efforts on campus toward making this campus a welcoming environment for all students, as well as employees:

- A group has met regarding devising a parallel program for AB540 students (students who are undocumented immigrants); the group has investigated the legal complexities involved and is pursuing further research about ways to support these students.
- A Civility campaign has been successfully carried out this year through Multicultural Programs of Student Affairs.
- Students from Julia Balén's ENG/GEND 433 class presented an anti-bullying workshop in Spring which brought together campus and community constituents.

The Commission recognizes that the original wording of this goal suggests a sort of top-down program which is not the most effective form of movement. One of the Commission's recommendations is to make Goal #2 from this year Goal #1 for next year; the Commission needs to serve largely as an information disseminating body. Increasing awareness of the PCHRDE should be a goal for next year. The Commission's website should have links to all multicultural sites.

In addition to the above activities, the Commission has updated its website: www.csuci.edu/pchrde/index.htm. The Commission extends its thanks to Sherie Frame for her help with this project.

Report respectfully submitted by Renny Christopher, Acting Chair
and the Commission members for 2010-11:

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