

PCHRDE Minutes
February 12, 2013
Prepared by: Anna Pavin

Present: Renny Christopher, Joanna Murphy, Laurie Nichols, Anna Pavin, Damien Pena, John Reid

Approval of December minutes deferred to next meeting.

Laurie reported that she will update the Cabinet on the Affirmative Action Plan on February 18, 2013. The group was asked to review the Plan that is currently posted on the website and to provide Laurie with input that can be used to post a more user friendly summary-type document. The desire is to help new employees understand why they need to report and why the information is beneficial to the institution. It is important to stress to new employees upon check-in that while reporting is voluntary, it is used only for statistical purposes and it not connected to them as an individual but as part of a work category.

Renny reported that training on AB 540, the CA state law that allows qualified undocumented students to pay in-state tuition instead of out-of-state tuition at California's public higher education institutions, is being scheduled. This will be broad based training with a "train the trainer" approach.

Academic Affairs is working with Dr. Daryl Smith from Claremont Graduate University to come to campus to present information on diversity as it relates to recruiting and retaining diverse faculty. Damien commented on her excellent book - *Diversity's Promise for Higher Education - Making it Work*. More information will be shared as plans are confirmed.

Human Resources is in contact with Lauren Nile, Manager of Professional Development, at CSUN to schedule training and to request her assistance with developing a campus Diversity training program for CI.

Those in attendance were asked to identify two (2) suggestions for action items they would like to see the Commission address. Some items identified include:

- Representatives from the Commission would be asked to report on information shared at their respective Divisional meetings
- Formal mentoring program – it's not just faculty who can serve as mentors
- Ensure that information regarding events is advertised in Wavelength
- Make the Campus Calendar more user friendly to avoid misconceptions about what is actually going on
- Utilize individuals on the Event Planning Group to help with communication and advertising of events.
- Utilize social media to advertise diversity events – Identify people who write and post to the sites
- Multicultural fair at annual BBQ

A 10th Anniversary celebration is being scheduled on April 27, 3-9pm. The event is free to the campus community and will include world class music, bungee jumping etc. Food trucks will be on site offering a variety of ethnic foods.

No recent incidents were reported.

Adjourned