

PCHRDE Minutes
March 12, 2013
Prepared by: Anna Pavin

Present: Leah Alarcon, Renny Christopher, Valeri Cirino-Paez, Cindy Derrico, Laurie Nichols, Anna Pavin

February minutes approved. December minutes will be e-mailed for confirmation at next meeting.

Laurie reported on the presentation of the AAP to the Operations Working Group. In comparison to other CSU's we are doing very well.

Laurie described the use of the Voluntary reporting form and how HR will communicate additional information to new employees upon check in to ensure they understand the benefit of reporting this information. To date, the new approach seems to be successful in securing information from new hires.

Renny reported that statistics recently gathered by Institutional Research indicate an increase in our under-represented student demographic. If we reach 51%, CI may be designated as a (certified) minority serving institution and become eligible for additional grant opportunities.

The informal coalition (Center for Multi-Cultural Engagement, Academic Advising, HSI) is coordinating AB 540 training scheduled for March 15. It was clarified that AB 540 provides the opportunity for funding for non-resident students, but does not provide proof of eligibility for employment.

Laurie reported that Lauren Nile, Mgr. of Professional Development at CSUN, received approval from her manager to help develop a CI diversity training program. The plan is to target divisional meetings to provide training and focus on the goal of integrating a mindset of "diversity is a living thing vs. a once a year reporting requirement". Lauren confirmed that support for this program must be demonstrated at the highest leadership levels in order to be successful.

Anna indicated that the President is currently calendared to attend the April 9 meeting from 9-9:30. Regular reminders will be sent to ensure attendance.

Group exercise -

Those in attendance were asked: What does the Commission need to focus on? What do we need to be doing? What do we need to address? Some items identified include:

- Suggestion for the group to read *Diversity's Promise for Higher Education* by Dr. Daryl Smith which focuses on Higher Ed and the role it plays in improving and increasing the profile of this topic
- Include reference to supportive diverse environment in position descriptions
- Identify specific goals and assign subgroups responsible for taking action
- Provide professional development for Commission members to enable them to be more proactive in their role
- Develop parallel program(s) to SAFE that deal with race
- Secure resources to support guest speakers and other educational opportunities for the campus community

No recent incidents reported

Adjourned