Diversity In Action Group

Meeting Notes

November 5, 2013

**Members Present**: Sylvia Aguirre-Alberto, Makiko Ueda, John Vehikite, Henry Villareal

Guests: Krystal Romero, Jeramy Wallace, Jennifer Hughes

**Review of the Agenda**

Agenda was approved as presented.

**Approval of the DIAG Meeting Notes of October 21**

Meeting notes approved as presented.

**President’s Forum for Academic Excellence: Pathways to Student Success Lecture Series**

Dr. Sylvia Hurtado, Professor and Director of the Higher Education Research Institute (HERI) was confirmed as speaking at CSM on January 20, 2014. Suggested topics for her to address included practical approaches to working with students; What should the college be researching in its efforts to support students; What data should we be gathering; and How should we use the data. These suggestions will be presented to Dr. Hurtado. As well, a copy of the DIAG Achievement Gap report will be provided to her.

**Diversity Planning Committee**

Sylvia noted that there $2,400 remains in the budget for the current year. Rudy’s latest concert, “Sounds of the Street” is planned for November 13. The next Diversity Planning Meeting is scheduled for November 26th.

**DIAG Goals and Objectives – As presented in the November 5 Meeting**

The Committee once again reviewed the DIAG Goals and Objectives. Suggestions for additional action steps were presented. Under goal number one, it was suggested that an action step be developed to inform the SoTL Center of specific interests of students, faculty and staff as identified on the DIAG supported event surveys. Also, John suggested the use of the Novi Survey instrument as a means of providing enhanced analysis of program event survey results. The software allows for data to be displayed in graph formats as such pie charts. For goal number two, it was suggested that the annual assessment of academic success rates be modified to a tri-annual assessment and that a related action step be incorporated to provide an annual snapshot of identified student success data. A new goal for the next planning cycle is to begin to identify institutional barriers that may impact student success. An objective and related actions steps will also need to be developed for this newly identified goal.

Preliminary assignments for writing the DIAG Planning document include Sylvia volunteering to update Part E, Assessment; and Krystal will update Part A, Description of the Committee’s Planning Process. More committee member assignments will be determined soon.

**National Equity Project**Krystal led a discussion on the National Equity Project. She noted that she had attended the NEP Institute last year and that it would be beneficial to the college if a group of faculty and staff could attend as a group. Regarding CSM and how we could benefit from NEP’s facilition, she noted that NEP could help assess how the college operates. As well, they can help facilitate what it is we identify we want to do. We as a college need to identify what is the problem we want to investigate? A variety of questions and topics/issues were presented and included:

Why is there such an achievement gap for African Americans and other students of color at CSM?

How can we involve faculty?

 -Professional Development to include more cultural competency events

 -Cultural Reflection of ourselves

 -Cultural competency in the classroom

Presently we have a segmented approach:

 -Puente, Umoja, Multicultural Center, DSPS, EOPS

There is a need for greater awareness of students’ backgrounds

 -AB540, immigrant status, LGBTQ, Foster Youth, Veterans

How culturally competent are faculty and staff?

 -Not understanding or being cognizant of student’s backgrounds can negate students personal worth

 -Unconscious bias may exist. How do address this issue?

There may be superficial levels of acceptance when it comes to diversity

The NEP uses a scaffolding approach.

Krystal will follow up with the NEP to determine if we can collaborate on an approach to working with CSM.