

**Diversity Council**  
**University of California, San Diego**  
**Thursday, September 4, 2008**  
**10:00 a.m. to 2:00 p.m.**  
**Art Space, Cross Cultural Center**  
**Price Center East**

**Meeting Notes**

**Attendees: Sandra P. Daley, Robert Cancel, Glynda Davis, Francesco Carusi, Jesse Dubler, Emelyn de la Peña, Paula Doss, Wayne Farquharson, Lourdes Felix, Ross Frank, Adela Garcia, Carol Putnam, Melanie Zauscher, Shaun Travers, Dave Wargo, Tony Yip**

Meeting called to order at 10:15 a.m. by Chair Cancel.

**I. Welcome by Bob Cancel, Chair**

Everyone in the room introduced themselves.

**II. Chair Updates**

a. Glynda Davis confirmed that the 4/23/08 Sue Rankin Presentation was sent out via email.

**b. UC Staff Diversity Council**

i. There was discussion on the definition of diversity.

a. **ACTION:** Shaun Travers to write a letter to the UC Staff Diversity Council addressing the risk and concerns on the UC Staff Diversity Council Report and Bob Cancel to include it in our Diversity Council Response to the Report.

ii. Paula Doss reported that at UCSF, supervisors must take training in diversity to maintain their jobs. She also reported succession planning on campuses is becoming more prominent as the UC workforce is shrinking considerably as workers are nearing retirement. The UC San Diego Staff Education and Development Catalog features a section on Succession Planning for Supervisors and Managers.

iii. Paula would like people on Disability Programs to participate in the systemwide subcommittee on data.

**ACTION:** Paula will prepare a statement on subcommittees working on UC San Diego's diversity plan.

**ACTION:** Carol Putnam to set 20 minute meeting with Paula Doss, Dr. Daley and Glynda Davis on UC San Diego's diversity plan.

**ACTION:** Paula to share campus workforce trends with the UC Diversity Council.

iv. Glynda reported that some of the diversity activities by Vice Chancellor Area is posted on the DiversityMatters website.

c. Chancellor's Response to 2008 GISOI Action Items

i. Francesco Carusi reported that Tom Leet and Linda Jacobson were hopeful the Imputed Income and Taxes Worksheet would be posted on the Human Resources website on October 1.

**ACTION:** Francesco to check with Tom Leet on the status of this item.

**ACTION:** Francesco to send email to Dr. Daley on the status of this item.

ii. Glynda reported that the LGBT Student Housing Study Group will meet in the next month or so to develop a plan for implementation of the recommendations, per the Chancellor's request.

III. **Chancellor's Response to 2008 DC Recommendations**

a. The concept of an "Institutional Research Center" was discussed where data can be shared.

**ACTION:** Bob Cancel to write thank you letter to Chancellor Fox and provide more information to inform the recommendations and add the UC Staff Diversity Council Report.

**ACTION:** Paula Doss to gather faculty, staff and student data collectors together and share data responses.

**ACTION:** Emelyn de la Pena to report on how the data is accessed.

b. Wayne Farquharson noted that Angela Song in Business Affairs/Controller's Office has access to the data.

IV. **Update on Admissions/Yield Activities**

a. Bunche Report – Findings and UC San Diego Data

i. Bob Cancel noted the Bunche Report needs to be responded to by each campus. The Bunche Report explains how the admissions process works.

**ACTION:** Tabled until the next scheduled meeting.

**ACTION:** Dr. Daley to write a statement to Chancellor Fox adding our voice to the response to the Report.

b. 2008 Admissions/Yield Data

- i. Data about African American Freshmen applicants, admitted and enrolled students was circulated. It was noted that while San Diego admits more African American students than Berkeley and UCLA, the yield is far less than either of the other campuses. Furthermore, the yield rate is lower for all students at UC San Diego when compared to Berkeley and UCLA. Dr. Daley noted that the yield problem here is a problem across the board, and is particularly noticeable with African American students because of the small number. Our campus should be looking at yield activities in general.
  - c. UCSB African American Student Recruiting Book – The Black Book
    - i. Dr. Daley noted UC San Diego should publish a similar book for all groups who are underrepresented on our campus.
  - d. Bunche Report – UC San Diego response/follow-up
    - i. Dr. Daley met with the Office of Students with Disabilities and the Alumni Office.
    - ii. Students, via the OSD, will make recommendations to the Diversity Council. Those recommendations to be made to Chancellor Fox will use the students' voice.

**V. Diversity Council's Mission and Goals**

- a. Bob Cancel and Ross Frank gave an overview of the Diversity Council's mission and goals.
- b. The goals will be to incorporate Institutional Research, Yield and Admissions into the Diversity Council.

**VI. Succession /Rotation/Addition of Diversity Council Members**

- a. There was much discussion around the topic of should the Diversity Council rethink how they are organized to get the right stakeholders in light of the way UC San Diego is going. Keep subcommittees moving forward.
- b. Proposal: The addition of Ex. Dir., OSDE, Director, ACCES; Associate Vice Chancellor-Faculty Equity as Ex-Officio members (non-voting) and Chair, Diversity Committee, UCSD Alumni Association as a voting member. All agreed the addition of the above positions as members of the Diversity Council would allow it easier access to information.
  - i. Shaun Travers noted the focus of the subcommittees should be outlined.
    - i. Paula Doss, Adela Garcia and Glynda Davis will work on the Data Collection and Access Subcommittee

- ii. **ACTION:** Jesse Dubler will write up a request to the Cross Cultural Center, Admissions and Loren Thompson for participation on the Student Subcommittee.
- iii. **ACTION:** Francesco Carusi will email the links of programs requested by Bob Cancel.
- iv. The Outreach and Admissions Subcommittee will focus on ways to attract students.

**VII. Next Steps**

- a. Set fall meeting agenda – possibly October.
- b. **ACTION:** Carol Putnam to set meeting with Dr. Daley and Adela Garcia to meet regarding the TAG Program and UniversityLink.

**VIII. Announcements**

- a. March 27 to 29, 2009 is the Transgender Leadership Conference in San Diego.
- b. September 26<sup>th</sup> is the California Native American celebration at The Loft at the Price Center East.
- c. Paula Doss reported The Principles of Community to be posted in Spanish.
- d. Jesse Dubler reported he proposed to start a coalition of disability student organizations in the UC system. He intends to pursue this further as a graduate student when/if he is accepted to UC Berkeley beginning September 2009. He will be graduating this December.
- e. Jesse also noted that October 18<sup>th</sup> is the United Green Conference that focuses primarily on the Green Economy ([www.unitedgreen.org](http://www.unitedgreen.org)). Jesse will be moderating a 90-minute panel presentation on "Green Collar Jobs for the Disabled." The Lieutenant Governor and many others will be in attendance throughout the conference.

Meeting adjourned at 1:30 pm.

C. Putnam, Recorder