

Diversity Council
University of California, San Diego
Tuesday, April 17, 2007
2:00 p.m. to 4:00 p.m.
Chancellor's Complex Room 111-A

Meeting Notes

Attendees:

Bob Cancel, Francesco Carusi, Wayne Farquharson, Jorge Huerta, Henry Powell, Shaun Travers, Edwina Welch, Glynda Davis, Marco Murillo, Debra Bomar, Ross Frank, Keiko Nomura, Don Wayne, Tony Yip

Guests:

Barry Niman, Gary Matthews, Tom Humphries, Michael Davidson, Jessie (Rupert) Dubler, Bonnie Sherwood, Mala Poe, Debbie Mcgraw, Dan Park

I. Welcome by Chair Cancel

Meeting called to order at 2:10pm. The minutes of January 18, 2007 were approved as submitted. Bob then announced a change in the agenda, and that Item III would be addressed first to facilitate the schedules of the guest speakers.

II. Updates

- a. Senior Administrator Searches- Jorge shared that one of the changes made to the SVCAA and VCSA postings and subsequent correspondence was to expand on the definition of diversity at UCSD and encourage candidates to talk about their activities that support our definition. Edwina sits on the VCSA search committee, and she noted that they had just started and hoped to have a candidate selected by fall 2007.
- b. Faculty Committee Recommendations- Bob shared that the faculty workgroup was pleased with the recommendations that were put forward, and it was likely that they would be accepted by SVC Chandler. SVC Chandler has asked the Diversity Council to review the recommendations and provide feedback back to her. Ross noted that one of the recommendations the Council could make is that there must be some connection to promotion made in all four areas of faculty activity, and not just focus on service activities. He also said that it would be good to have an overarching statement about the need for a campus wide diversity plan.
- c. Faculty Liaisons at Centers- Bob shared that right now the goal is to fund the program from any office. There may be a need to reformulate the activity given all of the critical feedback provided by VCAA. Edwina shared that it is important to entice other faculty into this activity, since the few who are willing to do it are working on overload.

- d. Recommendation of Concerned Faculty/Resolution of Support for Cluster Hires-The Council did pass a resolution in support of the Cluster Hire concept. The departments have not been able to articulate how sharing faculty across divisions would work. Harry felt encouraged by discussions in the Academic Senate on this, but the new SVCAA will probably make the decisions.
- e. Staff@Work Survey- Francesco circulated copies of the S@W survey and showed how the demographic information had been included. He said that the data should be available in June. All immediately noted that the survey should be revised to capture information on disabled staff members, too.

III. New Business

- a. Students With Disabilities Coalition (SDC)- Michael Davidson was asked to speak first. He thanked all who had been instrumental in organizing SDC. He mentioned the faculty involvement in this area of study and questions were starting to emerge around what the real problem is- is it the physical disability itself or the inability to fully participate in the university environment. Current conditions for disabled students promote isolation and dissatisfaction with the educational experience. He said there's a good sense as to what the areas of concern are for the disabled, and that OSD with the current level of funding just cannot handle the known demand (since many students may not report disabilities). He hopes that OSD can become a full partner in accommodating students, and then turned the floor over to Rupert.

Rupert also shared his thanks for key people who had helped start the organization, and to those students who had shared their experiences to shape the agenda of the newly formed organization. Many do not want to be identified because of concerns with being treated negatively. He then referred to the report, "Students with Disabilities", that he had prepared for the Diversity Council, He reviewed each item in this report, elaborating as needed to inform those present (this report will be sent as an attachment with the minutes).

Tom Humphries, a faculty member in Communications shared that he came to provide moral support for Michael and Rupert. He noted that as a faculty member, he had been fortunate to receive the assistance he needed for his disability, but students just do not have that support. He felt that it is his moral obligation to help the students in any way that he can. There need to be a system in place that advocates for the students, since it costs students time that would be spent on academic endeavors to advocate for themselves. He urged the Diversity Council to pay attention to the student voices.

After Tom finished, all had the opportunity to discuss the information presented. Francesco shared his phone number as a contact for Rupert to pass to other students who have having difficulties with housing (858.822.4690, fcarusi@ucsd.edu). Edwina also agreed that every moment a student spends advocating for resources that should be in place is time lost from the educational experience. She felt that any new approaches should be systemic in nature, as opposed to treating each accommodation as a separate issue. Tom noted that young students may not know what they really need and are not prepared to ask for things that are easily fixed or legally required. Rupert also agreed with this assessment, based on his personal experiences. Gary shared that there are two groups working to create a plan to address these issues in a more systemic fashion, and that these groups would be submitting reports to the Chancellor in June. He felt that one of the recommendations would concentrate on Office for Students with Disabilities (OSD) and its mission. He is more than willing to work with students to find systemic solutions.

The conversation shifted to building community for the disabled students and involving them in the larger campus community. In our current state, Tom noted that disabled students probably couldn't even come together for community building activities. The students would like the opportunity to work with new buildings in the design phase, rather than complain for adjustments after the fact. Keiko noted that she sees more disabled students in her engineering courses, but doesn't have easy access to information to help her accommodate them. A website redesign is supposed to provide this resource, but it is two years in the making. Barry encouraged economy of scale changes made for students that would work for faculty and staff, too. Rupert stressed that the website really needed to be completed, and that all prospective students be sent complete, up-to-date information about what the university offers to support their decision process. Edwina suggested that to keep the dialog going, administrators should be willing to go to student meetings, and not just rely on having a few students on workgroups and panels.

After the speakers left, the Council discussed what it could do in support. It was determined that the Council could write a statement supporting action on this topic, and it could be included in Gary's final reports. The statement should include some required follow-up intervals to check progress on whatever recommendations come forward. Harry noted that the Academic Senate is changing the mission of the Environment Committee to put less emphasis on buildings/aesthetics and more emphasis on people/climate issues, and that should help. When asked about the legal implications of surveying students on this topic, Dan noted that they had to get information that would help the university work towards compliance. With or without information, the university must

strive for compliance. Information will allow better decisions on how to apply limited resources. The Council decided to support the students in having a campus survey on the needs of the disabled, and will look into how that may be done.

IV. CDO Report by Jorge Huerta

- a. Campus Art- Jorge and Glynda reported that the schedules of our Visual Arts faculty were difficult to accommodate a panel, so the event would probably be recast as a lecture/presentation on the nature of public art with informal discuss after the presentation. In this way, the information can be presented, and people can participate in the discussion as their schedules permit. Glynda and Jorge are discussing candidates for this speaker.
- b. ADVANCE/PAID Grant Activities- Currently, department chairs are being identified to take part in a “training” session at Lake Arrowhead in October. These activities are designed to provide the chairs with tools that they can use in supporting their faculty in promoting diversity in the department. Our identification process is pending announcement of new chairs that will assume duties in the upcoming academic year.

V. Next Steps/Action Items

- **Respond to SVC Chandler on the faculty recommendations, and make a strong endorsement of the Cluster Hires concept.**
- **Draft a statement of support for disability accommodations and circulate for feedback, then forward to Gary Matthews.**
- **Support SDC in assessing needs on campus**
- **Schedule Keith Brant for an upcoming meeting to discuss development activities and how money is raised to support diversity efforts.**

VI. Schedule Next Meeting

Tentatively, the group will meet on July 20th, 10 am-1 pm. Location TBD.

Meeting adjourned at 4:15 pm.

G. Davis, Recorder