

## UCSD EDI Advisory Council

Thursday, February 25, 2016

Price Center Forum

9:00 am – 11:00 am

### Meeting Minutes

Attended: Joanna Boval, Manuelita Brown, Jennifer Burney, Cella Chung, Bob Continetti, Glynda Davis, Annie Flager, Nancy Gilson, Crystal Green, Terry Gutierrez, Yahya Hafez, Mya Hinds (proxy for Kafele Khalfani), Sophia Hirkakis (proxy for Tara-Lynna Pixley), Daniel Juarez, William McGinnis, Becky Petitt, Jaime Pineda, Chandler Puritty, Emily Roxworthy, Dominick Suvonnasupa, Mukanth Vaidyanathan (proxy for Lindsay Freeman), Ebonee Williams

Meeting called to order by Vice Chancellor Petitt at 9:09am.

1. Welcome and Introductions
  - A. Welcome by Vice Chancellor Petitt
    - VC Petitt welcomed all Advisory Council members and asked them to introduce themselves.
    - After individual introductions, VC Petitt stressed that this Council will be different from its previous iteration through its individualized committee work and its structure.
  - B. Welcome by Chancellor Khosla
    - VC Petitt introduced Chancellor Pradeep Khosla
    - Chancellor welcomed Advisory Council members and thanked them for their service to the committee.
    - He noted that this Council was the result of two former committees (Diversity Council and Climate Council) which had been combined and whose charge had been reconsidered. The current Council had been designed to represent faculty, staff and students, as well as different genders, ethnicities, etc., and different ways of life.
    - This Council will help the university to hold itself accountable to its diversity goals in the campus strategic plan and it will advise the Chancellor directly, through the Vice Chancellor for Equity, Diversity, and Inclusion.
    - The Chancellor briefly reviewed the committee's charge and asked for questions.
    - Sophia Hirkakis asked if the Chancellor would return to a future meeting, to which he replied in the affirmative.
2. Council Charge
  - A. VC Petitt outlined the Council's charge
    - The charge was well vetted and had input from faculty, staff, and students involved in past and current diversity-related efforts. Glynda Davis, who staffed the previous advisory councils, managed the vetting process.
3. Orientation to Council Work

#### A. Expectations for Council Members

- Some have asked whether the Council can have more members to which VC Pettit indicated that this is not possible at this time. The council is a working council and we need the representatives to be active and get work done. Student organization representatives will rotate involvement on Council.
- EDI Advisory Council meetings should be discussed as agenda items within representatives' individual organizations where information from the Council can be shared with representative's constituents and that participants are meant to represent their organizational, rather than personal, interests.
- There are a total of 24 members: 12 voting, 12 non-voting. The voting members are distributed as equitably as possible over faculty, staff and students.
- Non-voting members should remain engaged in order to support the Council's agenda and work with the voting members to represent effectively the views of their respective constituent groups.

#### B. Discussion of Subgroups

- There are four subgroups of the Council:
  - Climate and Intergroup Relations – to focus on challenges and opportunities related to climate
  - Access and Success – to focus on improving outcomes for historically underrepresented and marginalized students
  - Education and Scholarship – to focus on ensuring diversity is an integral part of the academic mission, and to be chaired by a faculty member
  - Institutional Viability and Vitality – to focus on transparency and accountability in our diversity efforts
- Sophia Hirkakis stated that GSA wants a subgroup on marginalization of female graduate students, especially regarding concerns of institutionalized sexism and racism. VC Pettit answered that that work would be a part of the Climate and Intergroup Relations subgroup.
- Daniel Juarez raised concern that professors are not being trained on how to teach or interact with students. VC Pettit answered that work being done by Professor Gabriele Wienhausen to establish the Teaching and Learning Commons is intended to improve professors' academic and interpersonal interactions with students.
- Daniel Juarez stated that the focus of the Institutional Viability and Vitality subgroup is broad and asked for clarification of expectations. VC Pettit answered that its purpose is transparency and accountability in order to find a path forward and support work of strategic diversity.
- Mukanth Vaidyanathan raised a concern that international students are overworked and asked whether any task force would focus specifically on this issue. VC Pettit answered that international students would fall under the purview of the Climate and Intergroup Relations subgroup.
- Sophia Hirkakis asked whether UCSD medical system is subject to Council's work, as students are often referred there for treatment, and whether their medical staff can receive sensitivity training, etc. VC Pettit answered that

Health Sciences diversity efforts fall within her purview and will indeed be part of this effort.

4. Creation of Campus Diversity Strategic Plan

- VC Petitt indicated that the first job of the EDI Advisory Council would be to help to develop a University-wide diversity strategic plan
  - VC Petitt will share successful diversity plans to consider what works, but the current effort must rest on which best practices work for UCSD. IdeaWave will be used for feedback. This is a long-term process, not to be rushed, so that it can be done right.
  - Dean McGinnis stressed that as an advisory council it is important to give the Chancellor action items that are achievable.
  - Part of Strategic Plan will include incentives for units who meet diversity goals.
  - Dominick Suvonnasupa asked whether Council can have input on new policies that affect URM success. Bob Continetti clarified that four-year graduation goals are pushed from UCOP.
  - Sophia Hirakis asked if Council meetings were open for colleagues and constituents of represented groups to attend. VC Petitt answered that it is not a closed group but that it would be more productive to keep to members and have them report out to their constituents. In addition, once subgroup chairs are identified, issues may be directed to the Council's attention through them.
  - Yahya Hafez stated concern that Council's work will not be effective without broader community input. Glynda Davis answered that if there is a need to add certain voices to the discussion then they will be invited to work with the subgroups on specific issues.
  - Jennifer Burney asked whether other committees, such as CSW, will direct work through this Council. VC Petitt answered in the affirmative.
  - Terry Gutierrez pointed out that students are underrepresented on the Council as only 1/3 of the voting members. Ebonee Williams answered that staff, faculty and students each get 1/3 of voting representation.
- A. Damon Williams
- Damon Williams, a consultant and author of *Strategic Diversity Leadership* has been enlisted to work with the Council, likely in April.

5. Next Steps

- A. Future Meetings
- Next meeting likely to be in April and hoping Damon Williams is available to provide training.
  - Core group should meet quarterly moving forward.
- B. Subgroup Formation
- Glynda Davis will review subgroup preferences and email the group with assignments.

Meeting adjourned at 10:55am.