

California State University San Bernardino**UNIVERSITY DIVERSITY COMMITTEE
2000-2001 ANNUAL REPORT**

During the 2000-2001 academic year, the UDC was co-chaired by Milton Clark and Sue Brotherton. The committee was comprised of 20 members and met 14 times. Minutes of each meeting chronicle the committee's ongoing activity and are available for review. The purpose of this document is to provide a brief summary of the committee's accomplishments.

1. Event funding:

The UDC continued with its long-standing activity of providing support funding for campus wide events. The committee has created event funding application forms and established evaluation and funding criteria. The UDC funded 15 events during AY 2000-2001. See Attachment A for a listing of events and funds provided.

2. Campus concerns:

Over the year, several campus concerns were brought to the UDC for acknowledgements, and /or suggested action. Several hate-type incidents occurred. In order to better understand campus policy and potential action, Lieutenant Manuel Castro and Detective Sam Sarmiento from the Office of Public Safety spoke to the members. The co-chairs met with Asian Faculty and Staff regarding a similar incident which had sparked their concern. The committee was kept informed as the Harassment Taskforce (non-UDC) created a Commitment to Address Intolerance document. This has been added to the CSUSB Diversity Website.

3. Diversity Action Strategic Action Plan

As a new charge of the UDC, much effort was put into monitoring campus progress in the achievement of Tier I of the Diversity Strategic Action Plan (adopted and approved, June 2000). Numerous meetings and presentations to the committee were conducted. The following progress was made:

Goal One - Campus Climate, Tier 1**Tier Ia:**

Staff training - The most substantial progress has been made in this goal. The UDC supported 13 staff and faculty to be trained as Diversity Awareness Trainers in order to resume staff training sessions. This cohort has been mentored prior, during, and after their official 4-day training program at The National Multicultural Institute, Washington, DC.. As a cooperative effort with Human Resources, staff training will begin January 2002.

We would like to acknowledge that this progress would not have been possible without the hard work and cooperation of Human Resources in general and Susan Berilla in particular.

Tier Ib:

Ombudsperson - Although the campus has adopted a system meant to fill the role of an ombudsperson, the UDC has deep concerns about the effectiveness of the current system. Briefly, the administration has developed a list of people who are designated as contact people who would field the kinds of problems typically addressed by an ombudsperson. Campus awareness of the list is limited, at best. Those on the list have received no special training for the job, and there are serious questions about the approachability and therefore suitability of some of the people on the list. These concerns have been expressed to the administration and a UDC sub-committee was formed to make further recommendations.

Tier Ib:

Freshman seminar - After strong recruitment efforts, the UDC was unable to secure a faculty member to work on the revision of the seminar. It was also determined that the seminar could not be made mandatory nor would it be feasible to staff or house such an extensive endeavor.

Tier II, IIb

Expand the recognition of faculty and staff for their contributions to diversity - The UDC solicited

award nominees, as has been done in past years, selected awardees, and held a reception in their honor. See Attachment B for a list of all awardees.

Goal Two - Equity

There are no Strategies under Tier 1 of this goal.

Goal Three - Student Recruitment and Retention, Tier 1

No activity monitored

Goal Four - Communications and Interactions

Tier Ib

Increase funding for the Cross-Cultural Center – John Futch reported to the UDC that this goal was accomplished through increased student fees. We wish to commend the administration and especially the students for their support in making this a reality.

Tier IIc

Provide greater prominence to the “Diversity Home Page” from the campus home page - This particular objective was not accomplished; yet the UDC continued financial support of the expansion and maintenance of the Web page. It has developed into one of the most comprehensive on-line diversity resources available.

Tier IId and Goal Six (Tier IId)

Expand and Increase support of the Annual Diversity Conference - Even though this is one of the objectives identified in the Diversity Strategic Action Plan, there was no additional funding outside of the funds provided by the UDC. The UDC submitted a request to fund the conference out of the “President’s 20%” monies, but it was not funded for AY 2001-2002.

The Annual Conference was held May 2001. For the first time, a special mini-conference was held concurrently. Youth from several middle schools associated with the campus GEARUP program were bused to campus and participated in their own diversity workshops and events. Due to low attendance and the intense human resources required to offer this event, the UDC will revisit future conferences. Detailed data is available upon request. Beginning discussions of alternative efforts have been initiated.

Goal Five - Diversity in the Classroom and the Curriculum

Tier Ia

Faculty training and involvement - Several faculty members were part of the above mentioned cohort of those trained to be trainers. This may be a small accomplishment yet; it represents an increased interest and effort from faculty.

Paul Vicknair attended a UDC meeting to discuss possibilities of higher faculty involvement in diversity training. Rowena Santiago continued to advance diversity issues through the Teaching Resource Center. A luncheon was held for new faculty to discuss diversity issues and concerns. There continues to be a once-per-year training regarding creating an inclusive classroom.

As an effort to increase faculty involvement, the UDC created a new Diversity Grant Initiative. This involved creating criteria for evaluation, publication of the grant opportunities, review of the proposals, and recommendations to the whole committee. This was accomplished in a most time sensitive manner. Five grant requests were submitted. The UDC funded three grants for a total of \$5,665.00. See Appendix C for additional information regarding these grants.

The UDC invited Michelle Golden to speak to the committee about Service Learning programs and classes. Service Learning is a fairly new endeavor at CSUSB and incorporating a diversity component or requirement for students is not only an appropriate “fit” but also works to increase student involvement in diversity activities. The relationship between the University Diversity

Committee and Service Learning will continue to evolve as Service Learning becomes established in a more formal context here on campus.

Goal Six - Community Interaction

Tier I

There are no Tier I strategies under this goal

Tier IIe

Recognize that every campus event is an opportunity to promote diversity and multiculturalism - Advancement student involvement in diversity activities - In addition to promoting the Cross Cultural Center events, funding of special events, and the Annual Diversity Conference.

4. Committee meeting guests:

Over the course of the UDC's concerns, tasks, and information seeking, the following persons were invited to attend meetings:

Dr. Albert Karnig, President

Chani Beeman, Coordinator, Student Technical Support, Academic computing & Media

Susan Berilla, Human Resources

Lieutenant Manuel Castro

Michelle Golden, Coordinator Service Learning

Patricia Little, Assistant Professor, Sociology

Chief Stephen Nowicki

Rowena Santiago, Teaching Resource Center

Detective Samuel Sarmiento

Dale West, Director, Human Resources

Clifford Young, Assistant to the President

5. Budget:

The UDC's total beginning budget was \$61,963.00 which was constituted from three sources: (1) rollover 1999/00 \$26,963.00; (2) main budget funds \$20,000.00; and (3) \$15,000.00 for Strategic Plan support. The committee spent a total of \$36,756.00, and ended the academic year with an additional \$ 17,502.00 encumbered. Monthly budget reports are available upon request.

The following is a summary of expenditures:

<u>Category</u>	<u>Total Expenditure</u>
Proposal Funding (events)	\$ 8,200.00
Diversity Awards	\$ 300.00 (<i>\$900 encumbered for award recipients</i>)
Supplies and Services	\$ 894.00
Duplicating	\$ 390.00
Diversity Conference	\$15,000.00
Professional Development	\$ 5,850.00
Curriculum /Staff Training	\$17,356.00 (<i>Human Resources funded \$3500</i>)
Student Assistants	\$ 2,364.00
Teleconference	\$ 580.00

Prepared and respectfully submitted by: _____

Sue Brotherton, Co-Chair UDC

Milton Clark, Co-Chair UDC

January 11, 2002

Attachment A

Club/Department	Speaker / Event	Amount
Sociology	Clarence J. Williams - Photographic slide presentation	\$500
International Student Services	Student assistants for the Study/Work Abroad Fair	\$500
Anthropology Student Club	Datu Efren Mandipensa – speaker	\$500
African Student Alliance	Griot Night (<i>Only used \$50 for duplicating</i>)	\$500
Chronicle	Diversity Section Editor	\$500
Women’s Studies	Gloria Anzaldua – speaker	\$500
Econ Dept / Political Club	Felice Yeskel – speaker	\$500
History Department	Casey Hayden – speaker	\$700
Coalition of Young Pilipino Americans	Al Garcia – speaker	\$700
Thai Student Association	Thai event	\$700
Asian Faculty, Staff, Student Association	Welcome New Asian Members Party	\$700
ALFSS	ALFSS Banquet	\$700
English Department	Rosa Martha Villarreal – speaker	\$700
International Institute	Jorge Hernandez Martinez – speaker - Cancelled	\$250
Black Faculty & Staff Association	Graduating Students Recognition Ceremony	\$700
Sociology Club	Phillip Rodriguez – speaker	\$600
Center for Research in Teaching	Dr. Lourdes Arguelles –speaker	\$700
Asian Faculty, Staff, Student Association	Annual Scholarship Award & Recognition	\$700
Housing & Residential Life	Elane Geller – speaker	<u>\$700</u>
	Total Approved	\$11,350

Attachment B

Diversity Award Recipients

Dr. Irvin Howard	Leadership & Curriculum
Kwang Sug Lee	Student
Juan Lujan	Community
Norma Romero	SAIL
Salaam Yousif	English Department

Attachment C
Diversity Grant