Equity Opportunity and Access Topic Team

Strategic Planning Project

April 8, 2015, 12 p.m. – 2 p.m.
Location: MCB 541

<table>
<thead>
<tr>
<th>Name</th>
<th>Attended</th>
<th>Name</th>
<th>Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charles Lopez</td>
<td></td>
<td>Christian Aniciete</td>
<td></td>
</tr>
<tr>
<td>Gayle Thieman</td>
<td>X</td>
<td>Jen Dugger</td>
<td>X</td>
</tr>
<tr>
<td>Judy Bluehorse Skelton</td>
<td>X</td>
<td>Kirsten Keith</td>
<td></td>
</tr>
<tr>
<td>Mathew Landkamer</td>
<td></td>
<td>Natalie Vasey</td>
<td>X</td>
</tr>
<tr>
<td>Roberta Hunte</td>
<td></td>
<td>Roberto De Anda</td>
<td></td>
</tr>
<tr>
<td>Suzanne Pardington Effros</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>X=Attended</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Agenda:

- Welcome and introduce agenda
- Review paper copy of revised SWOT
- Review materials, write one theme for each post it and put on the wall
- Organize post-its into common themes
- Talk through common themes
- Brainstorm goals and possible actions by small groups
- Introduce list of key initiatives across campus
- Report out
- Continue discussion and refinement as large group

Meeting Notes:

DRAFT GOALS AND ACTIONS FROM COMMON THEMES IN SWOT
Developed in small teams based on input from the entire group

Diversity in Curriculum

- Introduce diversity breadth in curriculum
  - Explicit diversity requirement established for students
  - Departments and programs:
    - Examine existing courses for diversity along multiple dimensions
ID additional existing courses for retooling to contain a diversity component

- Culturally Responsive Learning Environment
  - CR Learning Outcomes
  - Faculty incentivized to teach in a CR way
  - Students are allowed to help create CR in the classroom

Retention
- Facilitating programs leading to increased employment outcomes
  - Assess current employment outcomes for grads
- Increase in visibility and resources dedicated to student support offices
  - Childcare/advising/mental health/DMSS type support (student activities, academic) funding /space/staff
- Mentorship and networking opportunities for students and faculty from underrepresented communities
- Commitment to increased support for personal and educational resources required for success at PSU (food/housing/textbooks)

Culturally Responsive Training
- Professional Development for faculty and staff
  - Action: Expand current online assessment of cultural “competency” to include staff and students
  - Action: Implement NTTF Policy that’s currently outlined for Annual Review (to provide evidence to work effectively with individuals and topics related to diversity)
- Action: Require training for all new hires: faculty, staff and student employees
  - Centralize scheduling and communication/PR of culturally responsive trainings that are already offered on campus, as well as new trainings
  - Action: Global Diversity and Inclusion shall serve as a hub for centralizing efforts

University Policy & Planning:
- Ensuring all students have access to services necessary for graduation
- Standardized policies around student support: “PSU expects staff, faculty, centers to…”
  - Assessment of student support
- Implement/apply equity lens to institutional decisions
- Accountability for DAP
  - Annual report card includes goals and metrics

Recruitment and Transition to PSU
(This theme does not have any draft goals or actions yet. Below are the sticky notes.)
Students:
- Outreach model in recruitment
- Expand recruitment in elementary and middle schools with more secondary school visits
- Recruitment and preparedness of diverse students and students of color (lack of API recruitment and retention advisor, lack of All Studies program)
- Use community college connection more intentionally
- Recruitment strategies for marginalized students are working!
- No formalized transition program for students with disabilities (high school to college)
- Orientation (new students)
- Asian American and Pacific Islander support (no advisor, no API studies, no API cultural center)

Faculty and staff:
- Incentive programs need to be expanded to bring more diverse faculty
- Recruitment/hiring of faculty and staff of color not reflected in current faculty population
- Expand recruitment and retention of diverse faculty
- Small populations of faculty and students from underrepresented ethnic groups is a challenge for retention
- Marginalized/underrepresented students don’t see their ID’s reflected in faculty and staff
- Recruitment/retention of cross-culturally sophisticated faculty and staff

Key Initiatives Across Campus
Kari St. Peters: It’s good for topic teams to make sure they are accounting for these key initiatives and consider how they fit into the puzzle.

- Increased student retention as a central institutional goal
- Emphasis on recruitment of non-resident students for reasons of diversity, quality and finances
- Provide indoor and outdoor spaces appropriate to high quality institution (This group can help guide recommendations for how to make more welcoming spaces on campus.)

Athletics
The Equity Team had a side discussion about athletics and how it contributes to the overall marketing message and recruitment for the university. Some members said athletics should not be a central marketing tool or focus, because it’s not what the university is really about.

Shannon Carr clarified that PSU is not branding itself on an athletic platform right now, but winning teams can be helpful for recruitment because they put you in front of the media and generate interest (the Doug Flutie effect).
This is an issue outside the scope of this topic team, but members hope that it will be part of the larger planning discussion.

Homework
- Read draft goals and actions and note what is missing or redundant
- Write draft “initiatives” that would meet these goals and suggested actions
- Suggest 3-5 key questions from our topic team to ask of PSU community

Upcoming events:
April 22, noon-2 p.m., MCB 541: Equity Team Meeting
April 28, 4:30-6:30 p.m., Native American Center: Equity Team Town Hall
April 29, noon-2 p.m., MCB 541: Equity Team Meeting
April 29, 3-6 p.m., Urban Plaza: SPDT Ice Cream Social Town Hall