Chair David Larson convened the meeting at 1:40 p.m.

1. Agenda Approved

2. Approval of Minutes of Meeting of February 14th, 2007
   Not yet available. Postponed until 3/14/07 meeting

3. Report of the Chair/AALO Deferred until next meeting, 3/14/07

4. Report of Presidential Appointee Deferred until next meeting, 3/14/07

5. Discussion of the CSUEB Affirmative Action Plan
   The Committee discussed the CSUEB Affirmative Action Plan with Philip Encinio, Interim Director of Equal Employment Opportunity. There was lively discussion on interpretation of the Affirmative Action Plan, how to diversify pools and support new hires. The Johnson administration enacted Affirmative Action laws that are regulated and enforced by the Department of Labor. Equal opportunity to apply for jobs is not sufficient without some change in the traditional composition of the workforce.

With regard to faculty hires in various disciplines, if the existing ratios of faculty diversity are less than the percentage of underrepresented people available nationally, the institution must try to generate more diversity though broad searches. Educational institutions compete with each other for a limited number of highly qualified candidates. Opportunities for growth and personal development, salary and location are primary factors in attracting a diverse pool. Employers capture and analyze hiring data and must issue annual Affirmative Action Reports. If problems are identified, the report must address them. However, reports do not necessarily generate change without institutional and faculty commitment.

Our students are multiculturally diverse. Some are non-native speakers and first generation college students who may have child-care or elder-care care
responsibilities. Unlike the first waves of immigrants who wished to culturally assimilate, many of today’s first and second generation immigrants want to retain their customs and dress. Has our campus adapted to current needs and demographics?

The committee discussed ways to promote a hospitable environment for diversity at CSUEB such as: campus-wide dialogue to assess the current workplace environment; defining what the University needs; identifying obstacles; identifying existing resolvable problems and their root cause; identifying what measures can and are being taken to create fair distribution of rights; finding commonality from which themes can be derived and work delegated; examining real costs to implement specific goals; and building support and momentum to address items at an institutional level.

6. WASC Educational Effectiveness: Multiculturalism Questions
Discussion postponed till next meeting, scheduled for March 14th.

7. Adjournment: Meeting was adjourned at 3:26 p.m.

Respectfully submitted,
Grace Munakata