

MEMORANDUM

DATE: May 5, 2015

TO: Regent Crear, Chair
Cultural Diversity Committee

FROM: Dr. Edith Fernández, Co-Chair
Dr. Barbara Wright-Sanders, Co-Chair
Equity, Diversity and Inclusion Council

SUBJECT: Review of the Cultural Diversity Committee Charge

REQUESTED EDIC ACTION

- At the December 2014 CDC meeting Dr. Sondra Cosgrove, CSN Professor, speaking on behalf of the CSN Women's Alliance asked the Committee to consider changing its name to be more inclusive of issues related to gender, disability and sexual orientation.
- Regent Crear requested EDIC members to consider the inclusivity of or lack thereof the current Committee name
- Regent Crear requested EDIC members to review the charge of the Committee and provide CDC Board members with a recommendation(s).

EDIC RECOMMENDATION(S)

- "Cultural diversity" is a comprehensive term that applies to all groups thus the current CDC name is appropriate, concise, and inclusive. EDIC recommends retaining the Committee's name.
- EDIC recommends revising the current charge of the CDC in order to expand the definition of diversity. The blue language is new language for the CDC's consideration:

The Cultural Diversity Committee shall study issues and recommend policies to the Board in an effort to promote cultural and ethnic diversity, *including, but not limited to, socio-economic, historical, cultural, capability, identity, gender, expression, linguistic and intellectual differences and similarities*, throughout the System in order to ensure access and equity for all students. The Committee shall:

1. Review and examine issues, information, and activities that promote diversity among the students, staff and faculty of the System
2. Examine information and indicators regarding student access and equity;
3. Make recommendations to the Board intended to create, enhance, promote, and support an educational environment that welcomes all cultural and ethnic minorities; and
4. Take actions appropriate to increase awareness, visibility, and emphasis of campus diversity programs