

To: Senate
From: Nola Butler-Byrd, Chair of Committee on Diversity, Equity and Outreach
Date: May 8, 2012
Re: **Information Item**

**DEO Annual Report
2011-2012**

The Diversity Equity and Outreach Committee met four times during the fall semester 2011 and four times during the spring semester 2012. Activities undertaken by the DEO in 2011-2012 included:

- Met with President Hirshman to discuss diversity-related initiatives.
- Provided the Senate with a detailed report and recommendations on diversity trends in enrollment management at SDSU.
- Provided the Senate with a report on the Mandatory Early Start Program.
- Collaborated with the Center for Teaching and Learning in offering a Luncheon on “Facilitating Diversity Discussions: Negotiating Tensions in the Classroom”.
- Advocated for a consideration of diversity issues in a time of budget cuts. Continued to monitor possible impacts of budget cuts on diversity at SDSU by examining budget reports and policies.
- Considered diversity implications of the proposed reorganization of the College of Education.
- Continued to monitor faculty, staff, and administrator diversity.
- Received a report on and discussed issues specific to commuter students who are the most diverse of all student categories at SDSU.
- Collaborated with the Director of Diversity and the Faculty Honors and Awards committee on the Faculty Diversity Award.
- Discussed AB 540 student issues. AB 540 is the California State Law that allows qualified undocumented students to pay in-state tuition at California’s public higher education institutions.
- Discussed the need for employees to be culturally competent at SDSU. Examined cultural competency initiatives at other colleges and universities.
- Worked on strategic plan initiatives for diversity to advise the President.