Minutes of Meeting
Monday, December 5, 2016


Absent: L. Gordon, R. Bastani, K. Gomez, I. Bryan

Staff: Annie Speights

Call to order and approval of minutes
The meeting was called to order by Chair Sternini at 3:07 pm. The November 7, 2016 minutes were approved.

Public Affairs Division Equity Advisor
Manisha Shah, the Public Affairs Equity Advisor, joined the group to discuss her role as an Equity Advisor for the division. Professor Shah started her presentation by assuring CODEO that Dean Lois Takahashi takes issues of equity, diversity and inclusion very seriously. The Dean is also very supportive of Professor Shah and her initiatives.

On December 1, 2016 the division held its very first Diversity Fair. The purpose of the fair was to recruit more underrepresented minority students. The diversity fair was originally held by the Social Welfare department but now the event is a school wide event. This successful event has helped a lot with the recruitment of underrepresented minority students.

In addition to strong recruitment efforts, Professor Shah mentioned that she, as an Equity Advisor and the school also has various pots of money such as Diversity Development Grants and the Frank Gilliam Award. Luskin offers support for student-led diversity programming and events. Past funding has been provided for workshops, forums, conferences, and outreach that focuses on issues of diversity, equity and inclusion. Professor Shah informed the group that if you are working on social justice issues pertaining to equity, diversity, and inclusion, you can apply for these grants.

Luskin provides training on equity, diversity, and inclusion for incoming students at the start of the new school year. The Diversity, Disparities, and Difference (D3) Initiative project managers collaborate with professional facilitators to lead workshops and guided discussions on how issues such as racism, sexism, and privilege impact our world view. Partners include Theatre of the Oppressed and the UCLA Intergroup Relations Program. Student Groups including D3 were launched as part of UCLA’s effort to build a more equitable environment on campus at Luskin. The D3 Initiative aims to create a cohesive strategy to bridge differences, understand our diverse society, and confront disparities in the field of public affairs. Student groups provide a safe space for students at Luskin.

Professor Shah provided data for the Master of Public Policy program. There are currently 199 students enrolled in the program and half are students of color. There are also more women than men. These numbers do not include international students. Professor Shah heighted the problem that the department faces in recruiting African-American students in Public Policy. The department has a problem with recruiting African-American students because most students are recruited by institutions with lofty fellowship and multiyear funding. Luskin is trying to offer a better financial package to students.
The division is currently engaged in 6 faculty searches, 2 in each department. This has been a busy and different year for programs because the school has advertised in more places and has taken training very serious thanks to Vice Chancellor Kang’s office. This was also the first year the division reviewed the candidates by the National Graduate data. This year the department hired 6 new faculty members; 3 women and 1 transgender woman of color. Regarding the Dean search, 3 candidates visited the division and sat with Professor Shah for 45 minutes to talk about diversity issues.

Overall Professor Shah found it useful to have the equity advisor work across three schools within the division. Professor Shah has realized that the school needs more cross department work. Chair Sternini asked if she thought that her presence as Equity Advisor benefited her department. She stated that departments realized the importance of her role through department searches and have begun to discuss certain issues with her. I do not understand this sentence. Students programs are handled by a colleague in the Social Welfare Department.

**Section H Draft Proposal Discussion with Jessica Cattelino**

Jessica Cattelino, the chair of the Graduate Council joined the committee to provide her thoughts on CODEO’s proposal. She suggested that CODEO try to make the proposal compatible with the program review manual. She warned CODEO to not expect to see anything in this year’s process. She suggested that CODEO request departments to tell a story of their departments and to not rely on data. The challenge with data is that it is coming from different sources, and this is an extremely thorny issue. R. Thornton mentioned that the revised proposal left out any mention of departmental climate. Chair Cattelino agreed that questions about climax and diversity are extremely important. She informed members that sometimes data on faculty do not get passed along to other entities because of confidentiality issues. Professor Cattelino raised two issues about program review. The first issue is that data collection is not unified. She suggested creating a common set of data. Members of CODEO agreed. Chair Sternini asked Vice Chancellor Kang to provide a report on data that is available.

**Program Review Issue Statement Reviews**

The committee vetted statements from the following departments:

Architecture and Urban Design
Asian-American Studies
GE Society and Culture
International Development Studies
Asian Languages and Cultures
Communications Studies
Indo-European Studies IDP

Chair Sternini asked members to provide recommendations for each department under review.

With no further business to conduct the meeting was adjourned at approximately 4:40 pm.