**HUMBOLDT STATE UNIVERSITY**

**The President’s Diversity, Equity and Inclusion Council**

**Meeting Minutes, Wednesday, February 19, 2020**

**PRESENT:** Cassaundra Caudillo, Malluli Cuellar, Jennifer Eichstedt, Katia Karadjova, Michael Le, Linda Parker, Sasheen Raymond, Edelmira Reynoso, Brandilynn Villarreal, Kumi Watanabe-Schock, Tracy Smith, Roman Sotomayor, Kim White, Recorder: Jeanne Riecke

**The meeting started at 3:08 PM in the Library Fishbowl**

Interim Executive Director, Edelmira Reynoso started the meeting by welcoming everyone back.

**Nomination of the DEIC Steering Committee Representative to the President’s Strategic Initiatives Committee.**

Edelmira Reynoso announced that at a special meeting convened on February 5th, to nominate a representative from the Diversity, Equity and Inclusion Council, Sasheen Raymond was selected to fill that position. At the last Senex meeting, her name along with the other nominees from other programs, were forwarded to the President for appointment. Edelmira reported that the nominee was selected through a democratic process with equity in mind. She said that DEI will be embedded in the Strategic Initiative process.

**Grant Application**

Edelmira said that the DEIC will be working with the Provost and the CTL program to apply for the $30,000 per campus grant. The grant is to research retention strategies and best practices for recruiting students.

**CSU Chief Diversity Officer**

A CSU Diversity Office with a Chief Diversity Officer, at the Chancellor’s Office level has been a concern for a while and that the Chancellor’s office is aware of the need felt by some CSU Diversity Offices. Some CSU campuses felt decisions need to be made at the CSU campus level for Diversity rather than the Chancellor’s Office. Edelmira said that perhaps in a year or so there will be a CSU Chief Diversity Officer for the Chancellor’s Office. DEI will be a part of the selection process for the new CSU Chancellor.

**Cultural Humility Training, March 11 and 12th, 2020 Oakland**

Edelmira announced that ODEI would be able to pay for travel and training for 1-2 faculty or staff to attend Train the Trainer, Cultural Humility in March in Oakland.

**Learning Lab Training, Equitable Organizations: Processes, Practices, Programs**

Edelmira announced that this training was a two-day session to provide attendees with tools and processes to prioritize and utilize equitable practices in the workplace or organization. She said she and Meridith Oram would be attending the session in April. Sasheen expressed interest in attending also.

**Report on Student Health Center Training**

SA representative Roman Sotomayor, reported on his development of language and training for the Student Health Center regarding health care needs for Transgender students. In another project, he is doing research with Professor Gannon on murder and suicide rates among Transgender persons. He said the average age is 28 years old based on 2016 statistics.

Edelmira and Sasheen said that CSU DeAnza campus has some resources and Best Practices for staff and faculty for Transgender students. Edelmira said that there had been some requests from frontline staff asking for training.

There was a suggestion that Roman and Lark Doolan, from Humboldt County Office of Education, can present a workshop on Best Practices information. Comment that there needs to be ongoing training in all areas of Diversity, Equity and Inclusion rather being reactive. There needs to be a pro-active training program to address these areas.

**Avoiding Unconscious Bias Training**

Edelmira said that HR had requested a review of the need for Avoiding Unconscious Bias training and they suggested perhaps once every 3 years. After a review of the Best Practices in regards to Bias Training, it was found that training needs to be ongoing. To build capacity, there would need to be more trainers. At this time, there is only herself and Meridith to do trainings once a month. She said two or three trainings per month are needed to meet the need for additional training.

**Moving Beyond Bias Training, June 3-4, 2020**

Estimate of about five DEIC members going to the June training. Edelmira said that some CSU campuses had already attended and felt that it was pretty basic training.

**HSI Sub-Committee Report**

Edelmira reported for Fernando Paz, who is ill today, that a new Diversity Resource Guide on the google website will be available soon. In addition, a bi-lingual website for HSI related information is to be added.

**Faculty and Staff Development and Professional Opportunities Sub-Committee**

Kim White reported that Model Language had been developed and sent to the RTP Criteria Committee. In addition, an Equitable Checklist to meet RTP criteria for Inclusive Teaching for Faculty had been developed. They would be meeting with Simon Aliosio, VP for Faculty Affairs on the HR side.

**Inclusive Teaching Strategies and Cultural Relevant Pedagogy Sub-Committee**

Katia said that each department would decide how to use the language standards developed. Dissemination of information will be to Chairs and other channels to get to the faculty. Discussion on an Inclusive Teaching checklist for evaluation and training of reviewers for faculty.

**The Brain Progress**

ODEI Student Assistant, Cassaundra Caudillo reported on the Brain. The Brain is on hold, at this time, because of some delay in communication between faculty and staff to answer questions. She is trying to better schedule interview times. Edelmira said that there is discussion regarding being able to sustain maintenance of the Brain because student staffing changes. She said some campuses have a consultant to assist with mapping Diversity, Equity and Inclusion efforts on campus. Comment that it would help Sasheen with the state of Diversity, Equity and Inclusion efforts on the Humboldt campus.

**The meeting ended at 4:08 PM.**

**\*Next DEIC Meeting: Wednesday, March 18th at 3:00 PM.**