**HUMBOLDT STATE UNIVERSITY**

**PRESIDENT’S DIVERSITY, EQUITY AND INCLUSION COUNCIL**

**MEETING MINUTES, JUNE 26, 2019**

**PRESENT:** Cheryl Johnson, Edelmira Reynoso, Michael Le, Eric Palma, Kumi Watanabe-Schock, Kayla Begay, Kim Vincent-Layton, Brandilynn Villarreal, Fernando Paz, Mark Wicklund, Casey Park, Sasheen Raymond, Cassaundra Caudillo, Jeanne Riecke-Recorder, meeting recorded on ZOOM Cloud.

**GUEST:** Frank Herrera

**Unable to attend:** Cedric Aaron, Eliot Baker, Malluli Cuellar, Leena Dellasheh, Jennifer Eisenstedt, Nikola Hobble, Tasha Howe, Katia Karadjova, Jenessa Lund, Sheila Rocker-Heppe, Breannah Rueda, Tracy Smith, , Randy Hyman, Kerry Malloy, Linda Parker, Tanza Triggs,

**The meeting began at 11:04 AM**

**UPDATES**

Edelmira Reynoso, welcomed everyone and convened the meeting to finish work on the Values section of the Purpose, Goals and Values Statement for the upcoming Strategic Plan.

Cheryl said that she will be meeting with the new HSU President at the Presidential Retreat is set for July 15th and 16th to present the Purpose, Goals and Values from DEIC for the HSU Strategic Plan.

Edelmira said that Brandilynn, Kim and another Equity Fellow attended the Institute for Teaching and Learning at the Chancellors Office where they learned some effective Equity practices. She presented a copy of the taxonomy by Dr. Luke Woods, “Advancing Equity in a Climate of Resistance”. Dr. Woods added categories, deliverables and motivation to advance Equity in the University system among colleagues through Empowerment, Education, Allies and Encouragement. The taxonomy “Advancing Equity in a Climate of Resistance” to be added to the TEAM Drive.

One take away, from the Institute was that CSU-San Diego State passed a Resolution stating that all Departments would do a Diversity Plan to apply equity to recruitment and hiring. Another take away from the Institute was that Dr. Wood had added an “Oblivious” category to the identified categories. These were described as persons who were “well-meaning and well-intentioned folks” to the need for equity and diversity but not active. At the Institute barriers to equity, strategies for advancing equity, motivation for compliance, with tenure and funding as steps to encourage equity.

Cheryl announced that there will be a Cultural Humility training on July 20th from 9:00 AM to 1:00 PM at the Arcata Community Center. Dr. Tervalon and Dr. Garcia, two M.D’s from Oakland Children’s Hospital developed the Cultural Humility model and they are in the process of writing a book. The Cultural Humility model is about building relationships and that is where you learn about culture, through relationships. People from Equity Arcata, other community members and HSU Admin/Staff are invited. Limited to about 50 attendees, with a light breakfast and a Mediterranean lunch provided. A Google invite will be sent out advertising the event.

Casey Park volunteered to edit on screen the Purpose, Goals and Values Statement.

**VALUES**

Casey read the Values statements for review by DEIC Members. Discussion regarding eliminating “An environment” to starting at “Free inquiry where learning occurs both inside and outside the classroom, which honors the experiences of people from diverse backgrounds including (but not limited to) race, ethnicity, gender, sexuality, ability, and nationality.

“The dignity of all individuals, in fair and equitable treatment, opportunities and outcomes for campus and surrounding communities.”

Elimination of “Participatory” and start with “Decision-making and shared governance.”

Elimination of “The University” and start with “Collaboration in environmentally, economically, and socially responsible action towards viable and sustainable communities.”

“Our rural, ecologically and culturally rich setting as an integral part of our learning community.”

Changes to add (TEK) in parentheses, eliminating “integrating” to “dialoguing with surrounding Native communities” and “to incorporate indigenous pedagogies”. “Working towards decolonizing knowledge systems by integrating traditional ecological knowledge (TEK) and dialoguing with surrounding Native Communities to incorporate indigenous pedagogies.”

Addition of “Preparing students to take on the commitments of critical inquiry, social responsibility and civic engagement necessary to meet the challenges of the 21st Century.”

Eliminate “The University as an integral part of our local and regional communities” and start with “Our service as a repository for archiving accumulated knowledge with inclusive access for our academic and broader communities.”

Members cited the need to include Humboldt State as an HSI in the Purpose, Goals and Values Statement for the Strategic Plan. Added was “Our commitment to becoming a Minority Serving Institution (MSI)” to include and not exclude other groups.

**GOALS/ VISION**

To the Goals/Vision add “As a designated Hispanic Serving Institution we aspire to become a Latinx thriving institution.

Add “Moreover,” to “we will be exemplary partners with our communities by fostering engagement with the arts and contributing to community workforce development.”

“We commit to partnering with Indigenous communities on and off campus to address the legacy of colonialism and to co-develop knowledge and relationships. Ultimately, we will be stewards of learning to make a positive difference in the world.” No change.

Members said they discussed whether to prioritize the order of the Values section. Member decision not to prioritize Values section. Casey bold highlighted the terms in the Values section of the statement.

Decision by members present to change the Goals section back to a Vision section. The current statement does not identify Goals but is a Vision of what these Goals in the Strategic Plan would incorporate. Edelmira said that goals are actionable and the current Goals Section does not have any actionable goals. The sub-committees can work on actionable goals to recommend to the Strategic Plan Committee.

Discussion that the Purpose, Vision and Values statement from DEIC was a framework to identify goals in the Strategic Plan. Feedback from the rest of group before the Presidential Retreat, July 11th. **The meeting ended at 12:02 PM**