**Diversity Equity and Inclusion Council**

Meeting Minutes

***October 22, 2018***

***10:00 a.m. – 11:30 a.m.***

*Present:* Tasha Howe, Jenessa Lund, Eric Palma, Kumi Watanabe-Schock, Sheila Rocker Heppe, Cedric Aaron, Casey Park, Brandilynn Villareal, Stephanie Cierra, Katia G. Karadjova, Kim Vincent-Layton, Mark Wicklund, and Edelmira Reynoso

*Unable to attend:* Cheryl Johnson,Leena Dallasheh, Eliot Baker, Kerri Malloy, Fernando Paz, Michael S. Le, Nikola G. Hobbel, Kayla R. Begay, Jennifer L. Eichstedt, Tracy Smith, Shasheen Shailee C. Raymond, Kevin M. Ross, Tay Triggs, Linda Parker, Nikola Hobbel, and Tracy S. Smith

*Next meeting:*  **November 27, *Library Fishbowl***

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**I. Welcome and Introductions:**

* The Diversity, Equity and Inclusion Council had its first convening of the semester.
* Edelmira, co-chair of the Council and Associate Director welcomed the council on behalf of Dr. Cheryl Johnson, Executive Director for the Office of Diversity, Equity and Inclusion (ODEI).
* Each council member had the opportunity to introduce themselves and speak to their institutional history at HSU. The goal was to talk about what they have seen done on behalf of diversity, equity and inclusion goals and priorities during their tenured. The range was from being on campus just a few months to over 23 years.

**II. Setting the Context:**

* To provide context to the work and charge of the council those in attendance had the opportunity to watch the CSU Graduate Initiative 2025 Symposium Grad Talk given by Ryan J. Smith, Executive Director at The Education Trust-West on Equity entitled “Equity is the New Coconut Water.”
* A handout of diversity, equity and inclusion terms and concepts was distributed to ensure we had a common language and understanding of their importance in higher education and to our work.

**III. Goals and Objectives for DEIC:**

* Support ODEI in the creation of short and long-term strategic strategies for the enhancement of faculty, staff and student development, and engagement in matters concerning diversity, equity, and inclusion.
* Provide a collective and coherent voice and serve as a resource to the Office of Diversity, Equity and Inclusion.
* Provide leadership direction to engage HSU and the community-at-large and serve as change agents to promote cultural change initiatives to improve the campus climate.
* Those in attendance had the opportunity to choose one of three sub-committees with a focus on: 1. Faculty and staff development and professional opportunities, 2. What it means for HSU to be a Hispanic Serving Institution (HSI), and 3. Inclusive teaching strategies and culturally relevant pedagogy. A sub-committee chair was designated for each.
* The creation of a Diversity, Equity and Inclusion Strategic Action Plan will be a main priority of the council.

**IV. Memorandum of Understanding**

* Those in attendance had the opportunity to read and review the Memorandum of Understanding (MOU) and make comments and suggestions to the document. The major topic discussed was the time commitment of the council with the majority agreeing that it would be best to meet once a month for two hours as opposed to twice a month for an hour or two.

**V. Next steps**

* Schedule a recurring time to meet.