**HUMBOLDT STATE UNIVERSITY**

**DIVERSITY, EQUITY AND INCLUSION COUNCIL**

**MEETING MINUTES, FEBRUARY 27, 2019**

**PRESENT:** Edelmira Reynoso, Katia Karadjova, Randy Hyman, Jenessa Lund, Casey Park, Linda Parker, Michael Le, Tracy Smith, Jennifer Eichstedt, Leena Dellasheh, Tay Triggs, Eric Palma, Kumi Watanabe-Schock, Lauren Enriquez, Fernando Paz, Tasha Howe, Sheila Rocker-Heppe, Daisy Montalvo, Eliot Baker, Jeanne Riecke-Recorder

**Unable to attend:** Cheryl Johnson, Shasheen Shailee C. Raymond, Kevin M. Ross, Arisay Gonzalez, Kim Vincent-Layton, Cedric Aaron, Kayla Begay, Stephanie Cierra, Brandilynn Villarreal, Nikola Hobbel, Kerri Malloy, Mark Wicklund

**\*Next meeting is scheduled for Wednesday, March 27th, 2019**

**The meeting began at 11:10 AM**

Introductions all around for the two new persons who were attending for the first time, Eliot Baker, Associate Recreation Director and Daisy Montalvo, Bio Math Student.

**Announcements**

Tay Triggs reported on the 25th Annual Social Justice Summit that started on Monday. Her daughter Sadie, a Sunnybrae Middle School student, will be giving a presentation on her experiences as an African American student in Humboldt County schools. Her presentation entitle, “Still Loving the Skin I’m In-Living in Humboldt County as a Little Sista”, will be on Saturday at 1:00 PM in KBR.

**Updates-DEIC at Senate**

Diversity, Equity and Inclusion Council members presented on January 29th to HSU Senate. Jennifer Eichstedt and Edelmira Reynoso presented on what the Senate would like to accomplish in the time allotted to discuss the issues of equity. They asked what were Senate’s hopes and concerns about the framework for putting together common goals. Edelmira and Jennifer discussed DEIC Council’s Objectives and Goals for each sub-committee. Kumi Watanabe-Schock, Casey Park and Jennifer Eichstedt also did a presentation to Senate on February 12th. Jennifer Eichstedt said that DEIC had received an agenda of topics from Senate. They were received from the Senate Chair.

Fernando Paz spoke to the Senate on Tuesday, February 25th, and was complimented by the group on his presentation. Katia Karadjova asked about the 2011 data and was it updated? Fernando and Michael Le said it represented graduates of the institution (4 years) and they would have to wait until graduation to include more current data.

During his presentation, Fernando said that he would like to host Dr. Gina Garcia from the University of Pittsburgh to present “What it Means to be an HSI Thriving Institution”. Comment from Randy Hyman that Humboldt State University has been a Hispanic Serving Institution for six years and some institutions have yet to attain that status. He asked why the HSI status is not on the HSU website front page and is there a logo for HSU’s HSI status, such as ITEPP’s. Discussion regarding the transition to Hispanic Thriving Institution.

Next Senate meeting is scheduled for April 2nd. The topic on the Agenda is “What are the Safety Concerns in the Campus and the Community?” Edelmira asked for DEIC Council Members to present that topic at Senate. Kim Berry, faculty at CRGS and Tracy Smith, RAMP Coordinator, name’s came up to present to Senate, representing DEIC. Cheryl Johnson is taking the opportunity to have community leaders from Equity Arcata present the efforts happening to ensure the safety of students and people of color.

**Sub-Committee Clarification**

Discussion among the members present as to whether to keep the two committees, Faculty and Staff Development and Professional Opportunities along with Inclusive Teaching Strategies and Cultural Relevant Pedagogy without stepping on each other’s areas of concern. Proposal by Linda Parker to keep the sub-committees as is and have the committees run parallel with information being shared on similar paths. Consensus to the proposal.

**Discussion**

Edelmira suggested that the timeline for most groups to come up with their recommendations is about one year. Edelmira said that she hoped that they would have a draft Diversity, Equity and Inclusion Strategic Plan to go forward to the President by that time.

Edelmira had taken all the Mission Statements from the sub-committees and merged them together. She stated that the term Mission, was brought up as problematic at another meeting, it was of concern to the Native American community. Pdroposal to have Statement of Purpose as the alternative term for this part of the Strategic Plan. A vote of the DEIC Council Membership majority to change “Mission” to “Statement of Purpose”.

DEIC Council members would like the different sub-committees Mission, Vision and Values tracked for comparison to each other to see the similarities and differences. Consensus that Edelmira will compile a tracking of all the changes to each sub-committee’s proposals for Mission/Statement of Purpose, Vision and Values Statements for the next meeting. In between sub-committee’s will meet to review the tracked proposals by each committee, to see what consensus can be made for adoption. Text will be next to each other and to see as to consensus to see the main differences. Request that the similarities and differences be highlighted in different colors.

**Othe**r

Edelmira announced that the final Senate presentation will be on April 16th. Senate would like to see what policies the Senate should consider regarding Diversity, Equity and Inclusion.

**ACC&U Webinar**

Edelmira announced that a ACC&U Webinar to be held in the library on March 6, 2019 at 3:00 PM, “Truth, Racial Healing and Transformation (TRHT) Campus Centers”, Preparing the Next Generation of Leaders to Confront Racism,”. Kumi to reserve Library Fishbowl again for webinar.

**The meeting ended at 12:37 PM**