**HUMBOLDT STATE UNIVERSITY**

**DIVERSITY, EQUITY AND INCLUSION COUNCIL**

**MEETING MINUTES, MARCH 27, 2019**

**PRESENT:** Cheryl Johnson, Edelmira Reynoso, Katia Karadjova, Randy Hyman, Jenessa Lund, Casey Park, Linda Parker, Michael Le, Tracy Smith, Jennifer Eichstedt, Leena Dellasheh, Eric Palma, Kumi Watanabe-Schock, Fernando Paz, Tasha Howe, Sheila Rocker-Heppe, Eliot Baker, Shasheen Shailee C. Raymond Kim Vincent-Layton Nikola Hobbel, Stephanie Cierra, Jeanne Riecke-Recorder

**Unable to attend:** Cedric Aaron, Kayla Begay, Brandilynn Villarreal, Kerri Malloy, Mark Wicklund, Tay Triggs, Daisy Montalvo

**\*Next meeting is scheduled for Wednesday, April 24th, 2019**

**The meeting began at 11:06 AM**

Edelmira Reynoso introduced Cassandra Caudillo, Senior Journalism student, who is the editor of the Lumberjack newspaper, as well as, a Student Assistant for the RAMP Program and ODEI. She will help with the Brain Mapping Project to capture all the Equity, Diversity and Inclusion work being done on campus.

**Updates-DEIC at Senate**

Dr. Johnson announced that Equity Arcata will be presenting to the HSU Senate on April 2nd from 4-5 pm. HSU Police Chief Donn Peterson will present from the Chief’s Advisory Panel on efforts to improve transparency and community relationships off-campus. Len Wolf will be presenting on the Housing Equity Working Group and the creation of a Security Deposit Scholarship program and a “Seal of Approval” for local landlords and property management companies. Lizzie Phillips will be presenting from the Community Response team on the Bias Reporting Tool, along with Dr. Jennifer Eichstedt.

**Presentation Interim Vice Provost Rock Braithwaite: Infusing Diversity, Equity and Inclusion In All We Do**

Rock Braithwaite, Interim Vice Provost, presented on the Middle Leadership Academy (MLA) and its goal to improve equity for students through the CSU Student Success Network (SSN) Middle Leadership Academy. MLA brings together a cross-functional team of students, faculty, staff and administrators to improve equity for students. Goals for the University are: 1) to change awareness, sharing promising strategies for student success, which is a short term goal of 2-3 years. 2) to change behaviors, close opportunity gaps and achieve equitable outcomes, with mid-term outcomes of 10-15 years, and 3) ultimately change conditions after a period of 20 years, by improving the graduation on time percentage and on career performances for students. The HSU Cross-Functional Team includes: Rock Braithwaite, Tasha Howe, Amy Sprowles, Kimberly White, Eric Palma, Edelmira Reynoso and Enoch Hale.

Rock asked each sub-committee of DEIC to track and evaluate the initiatives on campus to assist the MLA goal to serve students of color. It will also help show the accreditation team, accomplishments made in the areas since the accreditation visit last year.

Through the Vice Provosts’s office, two fellowship programs were created, the Equity Fellowship Program and the Assessment Fellowship Program. Each Fellowship Program will have a cohort of three fellows, one from each college. The fellow cohorts will work closely with DEIC, MLA and CTL to implement professional and program with assist with assessment of those efforts.

Cheryl Johnson explained that Student Assistant, Cassaundra Caudillo will be doing the diversity mapping. The Brain will be the software use and connected to the individual Colleges webpages and as they are updated the map will be updated. The Diversity, Equity and Inclusion map will be a useful tool to help us learn and communicate all the diversity, equity and inclusion work being done around campus.

Rock asked that each sub-committee track exactly what is happening on campus under their topic. Dr. Tasha Howe requested clarification on the unique roles. It was a general agreement that there has been bad communication on campus in previous years with redundancy and siloing. Comment that there was no formal notification by groups and previously information came from people you knew, rather than notification. Rock said that The Brain will assist with a visual representation of the campus and it’s activities to address equity. He would like DEIC to help steer MLA function without duplication of effort.

**Discussion**

Comment from faculty that updating the websites is not available for some college departments. Only a limited number of people authorized to update the website. Cheryl suggested that the goals for the Equity Plan for each college be on their individual college websites.

There was a suggestion for a demonstration of The Brain at a DEIC meeting. Also a suggestion to have a presentation ready for the Presidential Retreat in July. Tracy Smith suggested that with the impending adoption of Appendix J, that a tool or rubric be developed to assist faculty in implementing Appendix J changes with the use of a reflective checklist to track implementation in their classes. This would assist in making HSU, a thriving HSI institution and close equity gaps. The information shared with both the Professional Staff and Faculty Development Sub-Committee and the Inclusive Teaching Sub-Committee. Dr. Jennifer Eichstedt said she had also had recently come across a similar Checklist at a Conference she had attended in Florida. Cheryl Johnson said that there are Equity Indexes available that are specific for accountability. Comment also that this would make it safer for faculty to self-report. Jenessa Lund said that through training and learning, groups could be encouraged to have an Equity Lens, to engage in a critical thinking approach, to ask the question, “Is my implicit bias is impacting program design?” Edelmira Reynoso suggested having efforts identified in the Action Plan for the Strategic Plan, to provide recommendation from Appendix J, if adopted, for new faculty at orientation.

Jenessa asked if there could be one sub-committee could focus on students professional development. Discussion on the success of Bystander Intervention with students training on how to intervene regarding student safety on campus and perhaps use this technique to address microaggression in the classroom by other students. The Check It program on campus was student driven and successful, with Department of Justice funding the trainings and SWAG, which Jennifer Eichstedt said was very impactful. Roger Wang and Dr. Christine Mata in the Dean of Students Office have been very successful at Bystander Intervention Training but that they probably need other trainers to do training also. The group reviewed the Brain Map areas where Inclusivity, diversity and equity work done around campus. It will be available campus wide, in a central location and online. Discussion regarding the “Brain” being department based and how that may miss collaborative efforts of DEI work across departments, co-facilitated with colleagues from other departments.

Edelmira asked the group to consider a timeline for deliverables and that the Mission, Vision and Values Statement tables are available on the DEIC Team Drive. A finalized version of the Memorandum of Agreement handed out to the individual members of DEIC for signature.

**The meeting ended at 12:55 PM**