**HUMBOLDT STATE UNIVERSITY**

**DIVERSITY, EQUITY AND INCLUSION COUNCIL**

**MEETING MINUTES, APRIL 24, 2019**

**PRESENT:** Cheryl Johnson, Edelmira Reynoso, Katia Karadjova, Randy Hyman, Linda Parker, Michael Le, Leena Dellasheh, Eric Palma, Kumi Watanabe-Schock, Fernando Paz, Tasha Howe, Sheila Rocker-Heppe, Eliot Baker, Cedric Aaron, Kim Vincent-Layton, Mark Wicklund, Kayla Begay, Jeanne Riecke-Recorder

**Unable to attend:** Brandilynn Villarreal, Kerri Malloy, Jenessa Lund, Casey Park, Daisy Montalvo, Sasheen Raymond

**\*Next meeting is scheduled for Wednesday, May 22nd, 2019**

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

Edelmira Reynoso, welcomed everyone and said that because an Open Forum for the Vice Provost position will be held in the Fishbowl today the meeting will be shortened.

**UPDATES**

**HSU Senate Presentation-Equity Arcata, April 2nd**

Edelmira asked for a quick update regarding Equity Arcata and the presentation to HSU Senate. Office of Diversity, Equity and Inclusion, Executive Director, Cheryl Johnson reported on the Equity Arcata presentations to Senate and that the work started in 2016 to address issues already identified in the community. Equity Arcata organized the seven working groups under the Collective Impact model. The Equity Arcata presentation consisted of HSU Chief of Police, Donn Peterson reporting on public safety issues. The Training and Learning Working Group focuses on a spectrum of action steps, via training and learning opportunities for the campus community and the general Arcata community. The Bias Reporting tool and Community Response Team were developed and they are looking for a grant to purchase an app to document incidents in the community to monitor and collect data. The Community Response Team using restorative action to improve situations. The Housing Equity Working Group discussed the modules for the Tenant-Landlord training and the Scholarship Fund for security deposits for students. In planning for the future, Cheryl asked, “What does DEIC see for the future for Equity Arcata”. Linda Parker said that the presentation was well received by HSU Senate. Cheryl said that Senate asked that Equity Arcata come back in six months to report on progress.

Cheryl announced the Racial Equity internship position is open at City of Arcata, it is a part-time position. Malcolm Chanaiwa, formerly in the position, and HSU alumni from 2017, has moved on the Humboldt Area Foundation as a full-time Grants Coordinator.

**Equity Advocate Initiatives**

Recently there was a convening of the initial faculty Equity Advocates and feedback was taken regarding the process in filling faculty positions.

The Equity Advocates suggested re-doing the Job Announcements and the Job Descriptions in order to attract a more diverse candidate pool, some advocates reported problems with the search and other didn’t report. There was a suggestion that the Equity Advocate be added in the beginning of the search when the Job Announcement and Job Description is written. The fact that HSU is on Wiyot Land and that the largest population of Tribal people reside here, in Northern California, needs to be stated on the Job Announcement/Job Description and it might attract more diverse applicants. Discussion of an appointed Equity Advocate for the whole department. More professional development is needed to be done to ensure equity in the hiring among faculty.

Edelmira mentioned an article she added to the TEAM Drive as a best practice of creating an HSU brand from Cal Lutheran University. Cheryl said that not that many universities are doing this type of equity work. HSU has 14% of Faculty of Color at Humboldt State University and a 47% student of color population projected by 2020.

**Presentation by ODEI Student Assistant Cassaundra Caudillo**

Cassie Caudillo, Student Assistant, reported on ODEI’s Diversity mapping The Brain and will be utilized to capture the diversity, equity and inclusion work being done on the HSU Campus. The Brain is a digital way to visualize information. Cheryl suggested that The Brain mapping progress be presented to the new President of HSU, at the Presidential Retreat in July and in the Fall, to HSU Senate. Cassie had sent out emails to departments and programs re: mapping to link websites and equity work being done on campus for The Brain. The project will be updated every other month according to what departments, programs have done, where they are at with their projects and their status of fixing issues on campus.

Cassie will be setting up in-person meetings with programs to go over the work that has been done or is in the process.

Cheryl said that she would like the new President informed at the Presidential Retreat, in July, on the progress of Diversity, Equity and Inclusion work done on this campus through various projects and initiatives.

**AHSIE Conference 2019**

Edelmira reported on the AHSIE (Alliance of Hispanic Serving Institution Educators) Conference that she and ten other HSU colleagues attended last week. One of the workshops was on how to build and HSI brand for a university, presented by Cal Lutheran University. In 2013 Cal Lutheran was designated an HSI (Hispanic Serving Institution), the same as HSU. At that time, the university set milestones and deadlines to build their HSI identity. HSI was identified in job descriptions and featured leadership embracing HSI and student diversity. To facilitate the branding, Cal Lutheran established an HSI Steering Committee and hired an HSI Director. Cal Lutheran University featured the HSI initiative on the About page for the University and in its Mission, Vision, Values and Practices. The website also highlighted pages in Spanish for families of students.

**Announcements**

Fernando Paz announced that Dr. Gina Garcia is to be featured as a speaker here on May 2nd, Thursday, starting at 11:00 AM in KBR and then there will be a lunch with students following the address. Fernando said to let him know by email, if you wish to attend the lunch with Dr. Garcia.

Edelmira said that two other papers added to the DEIC TEAM page are “De-Colonizing Leadership Practices” also by Professors Garcia and Natividad including “Decolonizing Hispanic-Serving Institutions: A Framework for Organizing” by Dr. Garcia.

Fernando mentioned a Book Circle around Dr. Garcia’s new book, “Becoming an Hispanic Serving Institution” is starting this summer.

Fernando said that Humboldt State had sent an HSU pennant and it is featured in the Hispanic Association of College and Universities, HACU’s Wall of Pride. Additional discussion that although the minority population is predominantly Latinx to remember to include everyone.

Leena Dellasheh, mentioned her talk later this afternoon, in the Library, on her research and travels in the Mid-East, refreshments include a Palestinian dessert.

Cheryl said that students from Scholars Without Borders will be presenting at HSU Senate next week during a 30 minute session.

On May 1st at 10:00 AM in Library Rm. 114, a live webcast from the CSU Office of the Chancellor on “Public Charge: What is the Rule, and What are the Proposed Changes?” on immigration. In collaboration with the University of California Immigrant Legal Services Center, an ally for undocumented students.

Also another DEIC TEAM drive article is “Dismantling White Supremacy Embedded in Our Classroom” by Chayla Haynes from Texas A&M.

**The meeting ended at 12:15 PM**