**HUMBOLDT STATE UNIVERSITY**

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

**MEETING MINUTES, SEPTEMBER 18, 2019**

**PRESENT:** Cheryl Johnson, Edelmira Reynoso, Michael Le, Kumi Watanabe-Schock, Kayla Begay, Brandilynn Villarreal, Fernando Paz, Mark Wicklund, Casey Park, Sasheen Raymond, Jennifer Eichstedt, Malluli Cuellar, Sheila Rocker-Heppe, Nikola Hobble, Tasha Howe, Katia Karadjova, Jenessa Lund, Breannah Rueda, Linda Parker, Tracy Smith, Cassaundra Caudillo, Indiana Murillo, Meridith Oram, Kim White, Jeanne Riecke-Recorder

**Unable to attend:** Cedric Aaron, Leena Dellasheh, Kerri Malloy, Tanza Triggs, Kim Vincent-Layton, Eric Palma

**The meeting began at 3:00 PM**

**Introductions**

Introductions all around the Table. The three Equity Fellows were present: Brandilynn Villareal, Kim White and Kayla Begay. Cheryl asked if it was agreeable with the President’s Diversity, Equity and Inclusion Council for the three Equity Fellows to be a part of the Diversity, Equity and Inclusion Council. The DEI Council agreed that all three fellows are to be members of the DEIC. Also Meridith Oram, Community Development Specialist, was to be a DEIC Member replacing one of the two vacant positions, as Dr. Randy Hyman had left his position and Eliot Baker had sent in his resignation from the DEIC.

**Group Norms Discussed**

Edelmira posed a question asking if the DEIC Committee would like to establish group norms for the DEIC meetings. Edelmira gave some examples of Group Norms such as: Etiquette, “What is said here, stays here” and respectful behavior. There was some discussion as to the benefits and hindrances to the committee adopting group norms of behavior during the committee meetings. There was some opposition, as Group Norms are internal, being an imposed rule without a head. Comment that some people might not feel free to express their opinions or views, under Group Norms. Suggestion that there be an agreement, so that members can be their authentic self, to be honest and be present.

An agreed upon norm was Confidentiality.

**Presentation on the Brain (Mind Mapping by Cassaundra Caudillo)**

Cassaundra Caudillo, ODEI Student Assistant gave a presentation on the Brain. The Brain is to be an interactive online Mind Map of all the Diversity, Equity and Inclusion work being done on campus. The goal is to have the Brain on the HSU Home Page website by the end of this semester.

Suggestion from the group to have a cursor hover over a item and have a narrative appear on the HSU Brain. Also a side tab with Partnerships identified for working relationships on Diversity, Equity and Inclusion work being done. Cassaundra is awaiting a new Org Chart from Administration to add more information. DEI Council asked to have access to the Brain, to view the Mind-Mapping of Diversity, Equity and Inclusion work being done on Campus.

**Appendix J and Changes to RTP (Retention, Promotion and Tenure)**

There was a discussion on Appendix J and the changes to standards for Tenure and Retention of Faculty. Comment that there needs to be language developed to clarify “inclusive and relevant pedagogy” for the RTP Standards and what constitutes “inclusive pedagogy.” The RTP Standards need to reflect the changes from Appendix J, for “excellence in teaching.” Comment that Appendix J was reviewed during the last new Faculty Orientation. Comment that Appendix K applies to Lecturers, which constitute 30% of Faculty. Note was taken that racial equity work goes towards the service calculation for tenure but not in Appendix K, for Lecturers.

Discussion that Mid-Semester Evaluations can be requested by any Faculty or Lecturer member and that these do not become a part of the personnel file. Discussion that DEI Council needs to find out what has happened in Senate regarding the Appendix J implementation.

**Presentations DEI Council Sub-Committees regarding the work to be completed during the coming year, to be presented to the Senate and the President.**

**Sub-Committee on Staff and Faculty Inclusive Teaching**

Nikola Hobbel gave the presentation for the Sub-Committee on Inclusive Teaching. Their charge was in operationalizing inclusive pedagogies, through existing university structures and efforts.

1. Create model language for department RTP standards related to Teaching Excellence and connection to Appendix J (high stakes).
2. Create “standards of inclusive pedagogy” language for the Mid-Semester Feedback Program (low stakes).

**Sub-Committee on Staff and Faculty Learning Opportunities**

Jennifer Eichstedt and Sasheen Raymond, as Co-Chairs of the Staff and Faculty Learning Opportunities, gave the presentation for their Sub-Committee. Their charge is to help develop staff and faculty learning opportunities to increase HSU’s capacity to meet diverse student needs, retention and success. Professional development one of their goals.

1. Help develop scaffolded learning opportunities, so staff and faculty can engage in continuous higher-level development of cultural competency.
2. Develop model of department best practices to inclusively support staff to have learning opportunities to increase equity related skills.
3. Work with HR to develop a staff evaluation form that includes equity related skills and service.

Their work is framed by the WASC recommendations. Recommendation to HSU from WASC (July 20, 2018): Prioritize diversification of faculty and staff demographics, including the use of new hires, to align with the diversity of the student body, Engaging faculty and staff in cultural competency professional development will further the academic achievement of students and contribute to the achievement of the institution’s educational objectives.

**Sub-Committee on Hispanic-Serving Institution (HSI)**

Fernando Paz presented on the HSI Sub-Committee’s charge to help educate the campus on what it means to fully serve our students federally identified as Hispanic/Latinx.

1. The HSI Advisory Community and the DEIC Sub-Committee HSI co-convened to expand the

HSI Resource Pool/Consortium. To provide a resource and support for improved and new HSI Grant proposals.

1. Goal: To have an HSI presence on the main webpage of HSU to show past and current HSI efforts at HSU.
2. Incoming: HSI Retreat on this Friday, September 20, 1-4 pm in Library Fishbowl to develop short and long-term goals for HSU as an HSI. Also to identify actionable items connected to those goals.

**The meeting ended at 4:00 PM**