**HUMBOLDT STATE UNIVERSITY**

**DIVERSITY, EQUITY AND INCLUSION COUNCIL**

**MEETING MINUTES**

**JANUARY 23, 2019**

**PRESENT:** Cheryl Johnson, Edelmira Reynoso, Katia Karadjova, Nikola Hobbel, Randy Hyman, Jenessa Lund, Casey Park, Kim Vincent-Layton, Stephanie Cierra, Brandilynn Villarreal, Linda Parker, Michael Le, Tracy Smith, Jennifer Eichstedt, Leena Dellasheh, Tay Triggs, Eric Palma, Kumi Watanabe-Schock, Kayla Begay, Lauren Enriquez, Tasha Howe, Sheila Rocker-Heppe, Fernando Paz, Cedric Aaron, Jeanne Riecke-Recorder

**Unable to attend:** Eliot Baker, Shasheen Shailee C. Raymond, Kevin M. Ross, Ari Zarate, Emma Castellanos-Rose, Oliver Winfield-Perez, Rebecca Gonzalez, Taro Caso, Erika De los Reyes, Estrella Corza, Benjamen Anderson, Ashley Shannon.

The meeting started at 11:05 AM

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

**I.Welcome back:** by Associate Director, Edelmira Reynoso of the Office of Diversity, Equity and Inclusion to the assembled Diversity, Equity and Inclusion Council for Humboldt State University. She mentioned the loss of some students to the Council but asked if everyone was agreeable to students having only a one year commitment to the Council because of graduation and cycling out of the system. The members agreed to the one year student commitment for the Diversity, Equity and Inclusion Council. She said they would reach out to students again for membership in the Diversity, Equity and Inclusion Council.

There were introductions around the table to familiarize everyone with attendees.

**II.a. Meetings, Conferences and Workshops:** Kumi Watanabe-Schock said that the Equity Alliance of the North Coast offers monthly Equity Roundtable workshops. Each workshop lasts 2 hours and the participation has grown from a dozen or so to over 50 participants at the last workshop in January.

Tay Triggs reported on the Dr. Martin Luther King rally that started at the Humboldt County Courthouse and ended at the Adorni Center. Also a suggestion that if you know of any upcoming events to send them to ASC Jeanne Riecke for ODEI.

Cedric Aaron said that he was working with high school students in Eureka, Arcata and McKinleyville High Schools to form Black Student Unions on their campuses.

Tracy Smith said the McKinleyville Alliance for Racial Equity is in the early stages of formation.

Arcata Equity Immersion Retreat was mentioned held on December 1st, 2nd and 3rd at the Arcata Community Center.

Also there are Department Equity groups forming at Humboldt State. The HSU Library has formed a Diversity and Social Justice Working Group to discuss equity issues.

Edelmira Reynoso said that she had attended a workshop at Cal Poly: Diverse Campus: Intersecting Access and Equity Across the Student Experience.

Tracy Smith said that she had served as an Equity Advocate on the CNRS Dean search. Equity Advocates are a new component of the HR Process.

Linda Parker said that the HSU Presidential Search has begun and that there will be a pre-forum meeting on January 31st 3-5 PM in KBR before the February 4th meeting on campus of the established search committee meeting.

**II b. Framing Discussions at Senate:** Cheryl Johnson announced that the Senate meeting will allow 30 minutes at every other meeting to discuss racial issues on campus. She asked the group how we should go about prompting the discussion in Senate to make sure of the 30 minutes and send the recommendation to Stephanie Burkhalter. Recommendation to gather data by the departments to present. Also a glossary of terms used in Equity discussions.

**II.c. Memorandum of Understanding:** Edelmira Reynoso asked if the MOU was ready to be adopted and that she had not received any input regarding the MOU. She said the MOU was available for review on the DEIC Team Drive and she would like to finalize the MOU at the next meeting. Agreement to finalize the MOU at the next DEIC meeting.

**III. Subcommittee Presentations:** The sub-committees broke into their respective groups to discuss the presentation of Mission, Vision and Values Statements for Diversity, Equity and Inclusion at Humboldt State University: the Faculty and Staff Development and Professional Opportunities Sub-Committee, the HSU-Hispanic Serving Institution (HSI) Sub-Committee and the Inclusive Teaching Strategies and Cultural Relevant Pedagogy Sub-Committee.

**Faculty and Staff Development and Professional Opportunities Sub-Committee**: Chair Jennifer Eichstedt read the proposed Mission/Vision Statements proposed by their sub-committee.

**HSU-Hispanic Serving Institution (HSI) Sub-committee:** Casey Parker read their sub-committee proposal for Mission Statement and that the Vision Statement which was almost identical to the Vision Statement by the Staff Development and Professional Opportunities Sub-Committee.

**Inclusive Teaching Strategies and Cultural Relevant Pedagogy Sub-Committee:** Chair Kim Vincent-Layton read the proposed Mission and Vision Statement by their sub-committee, identifying the emphasis on “sustaining collective institutional and systemic change through diversity, equity and inclusion efforts.”

Edelmira Reynoso handed out information regarding the HSU Campus Diversity Plan for 2013+.

Discussion and agreement by the Council to include the term “community” instead of campus. Discussion regarding the use of the term “individual”. Discussion to include in the “Vision” statement to “aspire to close equity gaps.”

Sub-Committees agreed to work on the Values portion of the Diversity, Equity and Inclusion Council Mission, Vision and Values statement.

**The meeting ended at 1:00 PM.**