**HUMBOLDT STATE UNIVERSITY**

**DIVERSITY, EQUITY AND INCLUSION COUNCIL**

**MEETING MINUTES**

**NOVEMBER 27, 2018**

**PRESENT:** Cheryl Johnson, Edelmira Reynoso, Katia Karadjova, Nicola Hobbel, Randy Hyman, Jenessa Lund, Casey Park, Kim Vincent-Layton, Stephanie Cierra, Brandilynn Villarreal, Linda Parker, Michael Le, Tracy Smith, Jennifer Eichstedt, Dr. Lisa Rossbacher, Leena Dellasheh (on Zoom from Jerusalem), Tay Triggs, Eric Palma, Kerri Malloy, Kumi Watanabe-Schock, Mark Wicklund, Jeanne Riecke-Recorder

**Unable to attend:** Fernando Paz, Eliot Baker, Kayla R. Begay, Shasheen Shailee C. Raymond, Kevin M. Ross, Sheila Rocker-Heppe, Cedric Aaron, Tasha Howe

The meeting started at 10:05 AM

Next meeting to be scheduled in January, 2019 by Doodle Poll.

**I**.**Address by Dr. Lisa Rossbacher, HSU President**

Introduction by Cheryl Johnson of the Office of Diversity, Equity and Inclusion of HSU President Dr. Lisa Rossbacher. Dr. Rossbacher spoke addressing the HSU Diversity, Equity and Inclusion Council members on their mission to address the issues of Diversity, Equity and Inclusion on the Humboldt State University Campus. Her hope for the future of the Diversity, Equity and Inclusion Council was to enhance student success, academic excellence and HSU’s future for the students.

Dr. Rossbacher said that previous work done by faculty, staff and students on the Strategic Plan for 2015-2020 can be further improved by this committee by redoing the statement of values, mission and vision, embracing diversity in all of its to build and strengthen HSU. She thanked the Diversity, Equity and Inclusion Council for being present and the work that is going to be done.

**II.** **Introductions**

The meeting continued with introductions all around the table. Members identified their job title and departments, as well as, what they wanted to accomplish in this group. Issues the group identified to address were the student support system, being sensitive to HSU students, safety both on and off campus including the mission, vision and values for the HSU Strategic Plan.

**III.** **Last Meeting Minutes**

Last Meeting Minutes, October 22, 2018 are on the ODEI website. Please advise Edelmira Reynoso of any additions, subtractions, corrections or changes to the Meeting Minutes**.**

**IV.** **Next Meeting Date**

There will be a Doodle Poll forthcoming for the next meeting date.

**V.** **ODEI Presentations and Trainings**

Edelmira Reynoso said she had done two presentations since the last Diversity, Equity and Inclusion Council meeting, one for the Provost’s Leadership Team and one for the Council of Chairs. She handed out a Glossary of terms used for Diversity, Equity and Inclusion work. Katia Karadjova, College Librarian asked for a copy of the “Changing Language for Equity” Power Point presented to the Provost Leadership group. Edelmira Reynoso said she would have it sent out to the members of the Diversity, Equity and Inclusion Council.

Also handed out was an article: “Reflections on the Meaning of Equity and Equitable Mindedness” by Dr. Estela Mara Bensimon, Professor of Higher Education in Rossier School of Education and Director of the Center for Urban Education University of Southern California.

A mini-orientation was held on November 26, 2018 for the Equity Advocates. Equity Advocates will be on each search committee for new faculty hires. They must have training in Unconscious Bias in Hiring and Whiteness and Microaggressions. Human Resources will consult with ODEI staff regarding review of the Job Description, recommendations in Job Advertisement and Interview Questions. Equity Advocates do not have to be at the interview and they are *not* a Decision Maker as to hiring. The Equity Advocates are to monitor for any bias that may manifest during the selection process. This will extend eventually to staff and administrative hiring. Equity Advocates were presented with Certificates of Training for completion of the two trainings.

**VI.** **UPDATES**

Cheryl Johnson said that she and Meridith Oram had participated in the Equity Summit a two day event at Humboldt County Office of Education on October 22nd. They attended and presented at the event. Comment that over 300 people attended this event and that it will be an annual event.

Request from members present to have faculty access data regarding student grades in their classes to compare minority students and other groups in the class. Michael Le said that there is a process to identify data and grade distribution. He said that can work with each teacher to get the information.

**VII. Discussion Regarding Sub-Committees**

Lists of Committee Members and Chairs of those Sub-Committees to be sent out to all members with email addresses. Sub-Committees and Chair are as follows: HSI-Hispanic Serving Institution, Fernando Paz, Inclusive Teaching Strategies and Cultural Relevant Pedagogy, Kim Vincent-Layton and Faculty and Staff Development and Professional Opportunities, Jennifer Eichstedt. Edelmira Reynoso discussed creating our Diversity, Equity and Inclusion definitions rather than generic vague definitions. She encouraged the group to start thinking about Vision, Mission and Values for the Diversity, Equity and Inclusion Action plan. Discussion among members and decision for each group to work on these definitions and come together in a consensus. Suggestion that the Diversity, Equity and Inclusion Council definitions of Mission, Vision and Values serve as an overarching umbrella for all the departments.

**VIII. Discussion Regarding the Core Concepts for HSU**

Terms: Equity, Equity Mindedness, Diversity, Racial Equity, Social Justice and Inclusion. Jennifer Eichstedt stated she did not want to re-invent the wheel but said there might be some that would require slight modification. Cheryl Johnson said that as we learn more, language does change. Discussion regarding the term “social justice”.

Stephanie Cierra from Associated Students commented that students need to be educated on how to do it rather than emotionally drive efforts and activity. Linda Parker discussed that the group should be careful about what we take away from the definitions and what we replace the definition with on these terms.

Question from Mark Wicklund why there was not a representative from Marcom (Marketing and Communication). Cheryl Johnson suggested that after the Council was established and the Mission, Vision and Values were formed, they can be invited to Diversity, Equity and Inclusion Council to brand and market the Diversity, Equity and Inclusion Council.

**IX. Memorandum of Understanding**

Due to time constraints, Edelmira Reynoso asked the Council Members to review the Memorandum of Understanding and possibly sign off on the MOU at the next meeting. She asked that if the members had any thoughts on the MOU to send them to her.

**X.** **Sub-Committees**

Cheryl Johnson asked that members of the sub-committees meet before the end of the school semester to discuss Mission, Vision and Values to be discussed at the next meeting in January, 2019. A Doodle Poll will be sent out for the next meeting date, possibly a Monday as suggested by the group. List of Sub-Committee members to be sent out to the Council Sub-Committee Chairs by Jeanne.

**The meeting ended at 12:00 PM.**