**Diversity, Equity, and Inclusion Committee**

Meeting Notes

April 27, 2018

9:30 – 11:00 a.m.

1. **Welcome & Agenda Review**

Committee members introduced themselves. The agenda for the meeting was reviewed.

1. **Priorities for Training Events**

John shared that there have been two webinar trainings so far. The goal and hope is to move to an in-person facilitator sometime toward the end of this term. He opened up the conversation to brainstorm types of trainings that we want to have. Lisa Anh proposed that the “why” be at the forefront – why this is important. As we move forward with guided pathways efforts, it is important for students to feel belonged and connected. There could be alignment there.

John was asked what types of feedback we have received from people not on the committee. He said that there hasn’t been much, except encouragement to have in-person trainings as opposed to webinars.

The why, role of committee in hosting trainings, and training topics were discussed:

Why

* Student engagement and sense of belonging
* Faculty and staff feel like they belong
* To be good role models (adaptive, responsive to needs of community)
* Attaining educational outcomes
* Creating awareness for deficiencies we may have as an organization – with the intent to improve

What role should this committee play in hosting trainings?

* Should be committee, not put on HR
* Can’t be just us, some has to come from HR
* Partnership – HR, multicultural center, inservice committees, admin/confidential meetings – be ambassadors to different members of the campus community
* Us, but not just us

Training topics

* Cross-cultural communication
* D, E, I in the classroom
* Accessibility
* Culturally respectful and inclusive hiring practices
* Privilege – white privilege
* Safe zones
* Transgender
* Diversity specific – different groups – undocumented – different cultural backgrounds
* Some for students, by students
* Some open to community
* Belonging mindset for faculty and staff

Gender neutral restrooms were discussed. John said he is working with marketing to create a map that lists all of the gender natural restrooms on campus. It was asked if there is a written policy in regard to gender neutral restrooms. There is not a written policy, but it is understood that everyone can use whatever restroom they identify with. If a student is discriminated with while in the restroom, it is a student conduct issue.

John shared that BIT is changing its name to CARE.

Committee members agreed that there should be one more training before the end of the term, with a focus on the why. Different ideas were discussed, including having a student-led training (panel). Lisa Anh said that hearing the message directly from students would drive home the why. However, it may be difficult to pull together something like that in the limited time left in spring term. Stephanie said that we could ask students and generate interest – we could also work with the multicultural awareness class, which consists of about a dozen students. It was agreed that this might work best during Cougar Kickoff in the fall. There are still opportunities to get feedback from students – asking club advisors to talk with their groups, staffing a table at a fair, etc. It was agreed that we should aim for fall for a student-led training.

Eboni shared that she would like to see a belonging mindset training for faculty and staff before the end of the term.

1. **Engaging the Campus Community**

John shared that there is a perception that this group is exclusive. He said that it’s awkward for Jaime and him to relay the information that this is a committee that reports to the president. That has meant that the appointment of the committee members has come from Joanne (delegated to David). John shared that at some time the group may have a conversation about membership and if there are better ways to become a member. John and Jaime would like suggestions for how to engage members of the campus community.

Stephanie shared that Faculty Senate has subcommittees that are open to people not on the committee. Each subcommittee chair is a committee member. It was agreed that this would be a good strategy to encourage participation from those outside of the committee. Stephanie also shared that she is taking the recordings of the current webinar trainings to the Department Chairs and Directors meeting and will ask chairs and directors to use those trainings with their departments. She also plans to chat with the library about putting the webinar CDs in a D, E, I Reserved section. Another idea that was brought up was having a D, E, I book club, with a new title each term.

1. **Propose Subcommittees**

Seven subcommittees were proposed. They include: HB 2864, Considerations, Human Resources, Policies, Training, Resources/Library, and Education. Committee members were asked to sign up for one of the subcommittees.

HB 2864

* Campus Compact is hosting an open session on HB 2864 at the summer institute in August – Jaime reserved two spots, might be able to add more
* Jaime
* Patrick

Considerations

* Kelly
* Caleb
* Claudia

Human Resources

* Vanessa
* Alissa
* Kelly

Policies

* Eboni

Training

* Compiles list of opportunities, does research, brings to the group, gets assistance with setting up trainings
* Kandie
* Lisa Anh
* John
* Alexa

Resources/Library

* Stephanie

Education

* Service learning

1. **D, E, I Considerations Committee**

John shared notes from the D, E, I Considerations Committee’s recent meeting, which is charged with building bridges with different departments. They have meetings set up with Marketing and Communications (April 30) and HR (May 1). They have set up a diversity email address, where committee members can view and respond to messages.

1. **Debrief**

During debrief, it was asked if it would feasible for subcommittees to meet during the D, E, I meeting. Due to the short meeting time and usually full agenda, it would be better for subcommittees to meet during the off weeks. It was agreed that subcommittees could report out at the monthly D, E, I meeting.

The topic of how committee members are nominated was discussed. Alexa asked specifically how the student representative is picked. John said ASG nominates and then David decides. Eboni asked if the AmeriCorps member would be included on the committee, since they’re working on service learning. John said this could be considered.

It was asked if there are term limits for serving on the D, E, I committee. John said that there are currently not term limits included in the charter. The idea of having an annual recommitment of members was discussed. If someone says that they aren’t able to continue in the committee, there could be an alternate brought in to take their place. The subcommittee work, since it includes people outside of the committee, could serve as a vetting process for recruiting new members.

1. **Review commitments and next steps**

The next meeting is May 11, 9:30–11:00 a.m.