

Diversity, Equity, and Inclusion Committee

Date: January 24, 2020 | Begin: 9:30–11:00 a.m. | Location: B240 | Recorder: Michell Gipson

Attendees: Jaime Clarke, Klaudia Cuevas, Kandie Starr, Patrick Smida, Benjamin Alton, Ashely Magana, John Ginsburg, Camilo Sanchez, Caleb Feldman

Guest: Lindsey Pierce

Topic/Item	Key Points <small>Provide 50 words or less on expected outcome</small>	Category
1. Welcome & Review of Guidelines for Interaction	<ul style="list-style-type: none">• Review Guidelines for Interaction<ul style="list-style-type: none">○ Went around the room and read the Guidelines aloud.	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
2. Meeting Minutes – Review & Vote	<ul style="list-style-type: none">• Review meeting minutes<ul style="list-style-type: none">○ Edits were made to minutes• Vote on minutes<ul style="list-style-type: none">○ There was a motion to Approve minutes with edits○ The motion was seconded○ Meeting minutes were approved with edits	<input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

**3. Strategic Plan:
Definitions,
Vision, and
Values**

- Review and discuss DEI Strategic Plan definitions, visions, values
 - Information for edits went out on January 10th. Jaime handed out the edited version to discuss and modify as needed.
 - John went over the edits that were already made.
 - Once we are happy with the definitions there are several pieces of the charter that will be update.
- Edits were made to the definitions, visions, values.
- Discussion points regarding the edits:
 - Diversity:
 - There was a discussion about taking out cultural competency out of the definition. The question was asked if the committee is okay with taking that piece out of the definition.
 - When we look at what we talked about around the charter itself. What we want to get at, in addition to the range of human differences, is that there is an active process in making sure a safe environment is maintain and respect diversity.
 - We get to redefine diversity and that we take an active process and say we take an active approach to diversity.
 - There was feeling that cultural diversity needs to be in there rather that cultural competency.
 - There was a suggestion about using the word intelligence rather than competency.
 - Equity:
 - There was discussion about using the word historically marginalized. The reason why people are moving away from the term marginalization is because it puts people in a deficit framing.
 - Maybe systemically can be used instead of historically.
 - Systemically and historically were not used in our original definition.
 - There was a suggestion to use the word oppressive barriers in the definition.
 - There was a suggestion to use systemically disadvantaged.
 - Why not use the word systemic barriers?
 - We need to clear up the definition because the definitions are going to have a direct effect on the plan.
 - The committee looked at the charter definition of equity and combined the definitions.
 - Inclusion
 - When using the word empower, who is empowering who and does that infer a structure of dominance?
 - Why don't we use the definition that was in the charter?
 - There was a feeling that there needs to be more about Equal participation.
 - There was a suggestion to combine the definition from the charter and the definitions provided by the consultants.
 - Visions and Statements: Edits were made.
 - There was a suggestion to separate out the student and employees in regard to the statement transformation journey to success.
 - Suggestion to change students and employees to engage all members of the college community.

- Discussion
- Decision
- Advocacy
- Information

	<ul style="list-style-type: none"> ▪ Do we want to use the word success? • Next steps, this will go out by email to the committee to read and provide any additional edits. The deadline to have those in is prior to the next DEI Committee meeting. • All content needs to be submitted to the consultants by February 25th. 	
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Upcoming Meeting Dates	Start Time	End time	Location
February 14, 2020	9:30am	11:00am	B240
February 28, 2020	9:30am	11:00am	B240
March 13, 2020	9:30am	11:00am	B240