

DEI Council Meeting Minutes & Recollections

September 10, 2021

Agenda Items:

I. Opening

- Introductions from everyone around the room
- August Meeting Minutes attached to meeting calendar
- Aim to ensure that council is on the same page about goals to create tangible change on campus
- Question: Does every group have a chair?
- Education & Training is the only group that does not have a chair, most likely will revisit at a later date
- Chairs do not need to bear the brunt of the responsibility but will facilitate their group

II. Recollections from August Meeting

- August Meeting Minutes attached to meeting calendar
- Council subgroup membership list handed out

III. Chair Updates

a. DEI Council Chair

▪ New Updates to the DEI Council Website

- Revisions not complete
- New archive tab with dropdown menu instead of new page for each event
- Council page is updated to a single page mimicking the gender equity page with the tabs at the top
- Might see some broken images within the next months but updates will be done by the end of the semester
- Question: how will the day of reflection upcoming event be incorporated into the website calendar on 25 live?
 - Must add events to “unity council” to get them added to 25 Live calendar on website
- Question: Can we update DEI email from unity to diversity?
 - Already reached out to IT, will check back in?
- Feedback for Website: Can we have Natalie from Dialogue & Programming group get access to the website to be able to edit it more flexibly
 - Or possibly could all of the group chairs have access?
 - Should cadets, Andrew Oca, have access to update the website?
 - Maybe at a later date, will revisit
 - Should keep in mind that its easier to have one point of contact for websites

b. Dialogue & Programming

- Will have some events this month for Latin X heritage month
- Oct. is LGBTQ month, so we need to start looking forward to that

- This group does not have any cadets so possibly should reach out to all the leadership groups to recruit
- Send names of possible recruits to Natalie, Oca will reach out to RHO's and Josie will bring it up at ASCMA meeting
- Question: Can we calendar out the rest of the year to try and get better programming? And can we reach out to other faculty who might be good resources and have good ideas?
 - Might be a good idea to have a faculty list of passions and expertise so that council knows who to work with for programming?
 - Culture and Communications Dept. will bring it up at their faculty meeting
 - Historically have had the four big awareness months, but it would be refreshing to bring invested faculty onboard for those events
 - Want to build on what council has done in the past

c. Education & Training

- Doing a Jed Foundation assessment for mental health on campus which includes some DEI questions
 - Council will be informed and work on how to support that assessment and how to carry out ant Jed Foundation recommendations
 - Seeking cadets on this group, possibly RHO's because intimately aware of mental health issues on campus (Oca will notify RHO's)

d. Campus Climate & Policy

- Should approach campus climate from a position of what's been effective in the past
- Might look into getting an outside consultant
- Could possibly do a climate survey to asses campus climate and what needs to be done
 - Already have two assessments: Faculty which was widely responded to & an old wasc report that concluded there was a lot of diversity and inclusion work to be done
 - **ACTION ITEM:** Better idea to use the resources from assessments that have already been done to figure out how to move forward, rather than bringing in yet another assessment
 - Robin Bates has already been doing that as a part of her job within HR, so she should look into being attached to the campus climate subgroup
 - Also NCHA data from the last two years could be sorted into a report to further help asses campus climate and policy
 - This circles back to education & training subgroup because it's their job to use this data to educate campus members on the results of these surveys
 - Implicit bias training will be available to campus members

- Robin should be attached to that group as well and will be added to the members of this council

IV. Old Business

- a. Council Charter handed out
 - Not much has changed
 - Want to ensure that graduate students included in policies
 - Question: Why isn't November listed as Indigenous People's month?
 - was an oversight, should be added
 - as time goes on, will add more recognition events as they come up
 - There will be no formal charter approval but as there are no qualms, the council has approved the charter once Indigenous People's month is added

V. New Business/Open Discussion

- a. The unfortunate episode that occurred on the last few days of TSGB Cruise II should be addressed again. Possibly a statement that affirms that these things are not in line with the values of Cal Maritime
 - Must assure campus community is aware that the statement that the president released wasn't just damage control and that it was a serious incident, not just an inside joke that went to far
 - This is an opportunity to discuss bystander intervention, who saw this culture developing? And what did they do about it?
 - How does this affect the leadership selection process? Shouldn't we ask about diversity and inclusion in that process?
 - This should lead to a policy change, especially because its not just this incident, it was just that this incident cannot be ignored. The way this was addressed in the past was obviously ineffective, and must be adjusted. The way that this these things have been addressed in the past allowed for this escalation
 - Oca and Mac will work together this weekend on a way to appropriately address the campus response to this event
 - Must have a conversation with cadets about their response to this event. Should address impact vs. intent and that their actions can hurt people
 - Council needs to find a way to keep leveraging this event to ensure that it doesn't fall of the news cycle and that cadets learn from it and take that knowledge into the industry
 - **ACTION ITEM:** each of the subgroups should find a way to do that. Goal for the year
 - Once dates have been solidified for the end of the investigation, should revisit next year and show off what has been accomplished since then
 - Should utilize the DEI group to address any events that should be discussed campus wide
 - Anyone can call for an open meeting at any time and whoever wants to can show up

- Reminder that the day of reflection is next Wednesday, big opportunity to relate to cadets on the events of the last couple years, cadet facilitators may still be needed
- Events led by housing director, Mirror project and Talk in Rizza
 - Want more of a turnout for these events
 - More outreach
 - Will be in Bear's Tale and announced at formation
- DEI event at last orientation was very successful, reminder that the work of this council is effective even if not immediately obvious

VI. Adjournment