

DEI Council Meeting Minutes

Friday, October 1, 2021 10:30 am – 12:00pm

Topp Room or Zoom

I. Opening

II. Recollections from Sept. Council Meeting

III. Updates

a. DEI Council Chair

- Working on getting the meeting minutes on the website
- Working with IT on getting a DEI council email – NOT currently set up
- Met with Julie Simons from the Gender Equity Committee
 - Finishing up consulting work with TNG, she will hopefully present that report to the council once completed
 - Not sure if TNG report will be made public to the whole campus or not
 - Based on verbal reports, this should be finalized in a week
- Aparna Sinha (Not Present) is willing to step up and be chair of the Education & Training subgroup

b. Campus Climate & Policy

- Andrew Oca (chair): Had first meeting this past week, trying to get access to past climate surveys, also requesting policies on cadet leadership hires
 - All policies are Chelsea and VP McMahon, also University Advisors are well versed on policy, they should be invited to the next meeting
 - Gender Equity Committee spends a lot of time reviewing policy
 - Robin will be invited to next meeting as policy is an HR interest
 - This subgroup will decide which policies to review, try to involve all relevant parties to make sure everyone is on the same page

c. Dialogue & Programming

- Notes from Natalie (not present): There were some negative comments on the LatinX month post regarding the use of the term LatinX and how progressive the school should be regarding gender pronouns
 - Not really considered a high-level incident, but a good opportunity for discussion and situation is being monitored

- Possibly these comments should be reviewed by the whole council at a later date. Provides insight into the campus climate and what steps need to be taken.
- This group met last Friday and discussed another post discussing the different identities that fall under the LatinX umbrella
- Subgroup wants to reach out to GSA to partner with them for a LGBTQ month post
 - GSA Plans for LGBTQ month:
 - Tabling outside of Mess
 - Emphasizing National Coming Out Day
 - Midnight Showing of Rocky Horror Picture Show
 - Requests for help with reservations, streaming rights etc.
- Indigenous People's Day, planning for a post
- Question: Are we planning anything for LatinX month? (goes through Oct. 15)
 - Possibly
 - Robin has a very accomplished friend who she can invite to speak (veteran, professor of cinema, great storyteller)

d. Education & Training

- Met last week and discussed HR, faculty orientation policies and Cadet orientation
- Planning on meeting more regularly now that Aparna is chair of this subcommittee

IV. Old Business

a. DEI Council Letter to the Campus Community

- Letter has been sent around to be reviewed by various committee members (thanks to Dean Griswold and Andrew Oca)
 - Only revision is to make sure language about cadet leaders is in line with the letter sent out by the president, which does not mention their involvement
 - We should try to maintain confidentiality but also must communicate that cadet leadership is held to the same standards

- As this is a presidentially appointed council letter will then be sent to his office for reviewal
- The general feeling is that it is better to wait until the whole incident investigation has concluded to send out the letter
 - Everyone agrees that this is a good time to send it out to convey that the DEI Council is taking over fallout from this incident
- Possibly this response is a little late seeing as the incident happened over the Summer. In the future, the council should maybe call emergency sessions to address DEI issues as they occur. Messaging needs to get out in a timely manner.
 - Must ensure that any released statement or actions are approved by whatever supervising entity there is
 - The entire council does not need to meet right away, but perhaps the relevant subgroup

V. New Business/Open Discussion

a. Report & Updates from Robin Bates Regarding HR Affairs

- Robin has been organizing an immersive onboarding (IO) process which is a two week orientation process for both faculty and staff which allows them to meet with speakers and leaders from every department. Gets everyone acclimated.
 - Going forward this will be standard procedure and will involve DEI elements. At present it is held quarterly.
 - Also meet with cadets
- Working on making sure that CSU Learn professional development is more inclusive and accessible to everyone
- Exploring more training for cadets via CSU Bridge (similar to CSU Learn)
 - Can't make this mandatory, but can identify the most helpful coursework and email it out
 - Also looking into getting DEI training incorporated into cadet leadership program

b. Climate Assessment & Consulting

- Working on Cultural Intelligence and competency training across campus

- Robin wants to share a CSU Learn Cultural Intelligence training with the council as well as an assessment, which gives everyone an idea of where they are at individually and as a campus
 - Having DEI training is a part of the council charter, supposed to happen before the year even starts
 - Could look in to bringing Dr. Upton on campus
 - Working on hiring someone to the position of Coordinator of Engagement and Belonging to VP McMahon's office
 - Perhaps the Council could create another subcommittee focused solely on marketing the council, not just during events and incidents
 - Get content out about DEI initiatives
 - For Black History Month – Look into the rich history of Black mariners, specifically in the Bay Area

VI. **Action Items**

- a. As follow up, the LatinX post comments will be shared to the council via email
- b. King will connect with Robin to coordinate Cultural Intelligence training for DEI Council and other divisions, as appropriate.

VII. **Adjournment**