



DEI Council Meeting
Friday, March 11th, 2022
10:30am - 12:00pm

Topp Room or Zoom (<https://csum.zoom.us/j/89173322814>)

Council Members: King Xiong, Andrew Oca, Veronica Boe, John Robert Hickam, Amy Parsons, Rhonda Pate, Josie Alexander, Sobhan Case, Kelly Flynn, Sheik Nayeem, Angel Warren, Aparna Sinha, Mira Elwell, Liam Garcia, Olivia Munoz, Francelina Neto, Ian Wallace

Present: King Xiong, Francelina Neto, Veronica Boe, Robin Bates, Denise Bennet, Sobhan Case, Sheik Nayeem, Ian Wallace, Josie Alexander, Vineeta Dhillon

Agenda Items:

1. Opening (10:34am)

- a. Introduction of Council Members for new members

2. Updates

- a. Council Chairs & Vice Chairs
 - i. I. Wallace – Return to council as Health Services/CAPS representative
 - ii. D. Bennet – Accepted to step in and serve as DEI Council representative from Athletics
 - iii. Inclusion Initiatives webpage is now live
 - iv. Cadet Leadership – King will get materials from David and send out to DEI Council group
 - v. Inclusion Center- Center hours of operation: Open from 12-7pm for students
 - 1. Come with authentic self with casual clothes
 - 2. Student jobs available on website “belonging job,” and training over summer
 - vi. DEI Membership
 - 1. King will send out brief survey to DEI members regarding interest in continuing as a member on the DEI Council
 - vii. Possible commencement celebration and getting word out
 - 1. April 22 event with sustainability partners- DEI can set up table. S. Nayeem will send a flyer
- b. Chief Diversity Officer & Inclusive Excellence Strategic Planning Committee
 - i. R. Bates – Top 4 goals of Inclusive Excellence Strategic Planning Committee
 - 1. Create and equitable campus climate



2. Recruit, retain and develop a diverse community (processes & policies)
 3. Support innovative and inclusive teaching and scholarship
 4. Be part of the change towards inclusivity in the maritime industry
- ii. V. Boe – Participation needs to come from across the board- Faculty, staff, AND students (shared responsibility)
 - iii. Inclusive excellence and other strategic planning committees will soon begin to communicate with campus regarding each committee's progress

3. Discussion Items

- a. Event Participation & Engagement- Robin Bates
 - i. Recent efforts: Black history Month- events ranged from in person on campus, in person off campus, and virtual
 1. Events for everyone – Low attendance and participation with all events
 - a. 5k walk/run race to end racism not many students or staff and faculty. Other programs during Black History Month gave the opportunity to have collaborative discussions and bring campus together. One woman show had most attendance (but mostly from off campus).
 2. How do we increase attendance?
 - a. (Incentives) Professor's providing Extra credit? Demerit reducing?
 - b. Time moved earlier rather than later (after hours). Students, staff, and faculty tend to decompress afterhours and not want to attend events on campus
 - c. Support from council – not only planning events but attending as well
 - d. Communications
 - i. 25 Live calendar, HR website, emails to staff/faculty and further emailing to all students. Trying to hit “electronic methods.”
 - ii. J. Alexander- communicating via Instagram, ASCMA, and flyers posted throughout campus
 - iii. D. Bennet – Preferably locating in the quad during lunch hours, easily accessible for students during their day
 1. Not as effective in Rizza or outside of Marketplace- (Rizza is associated with

- lecturing and Marketplace not targeting faculty and staff, only students)
 - 2. D. Bennet – Possible announcements during athletic events- during half time and/or flyers
 - e. Targeting culture and communication department as a possible resource and outreach mechanism
 - f. Collaborating with other campuses and the local community
 - i. Local high schools – promoting Cal Maritime and opportunity to grow our student engagement
 - g. Rather than “20 small events, instead think of 4 large events.” Same small group of coordinators and student attending and creating the many small events.
 - h. Being aware of all events is important. Events that are not communicated with all faculty, staff, and students will obtain less attendance
- b. Land Blessing & Acknowledge Event- King Xiong
 - i. Campus wide event – Finalized for April 6th around 5-6pm
 - ii. Purpose: support from indigenous community and acknowledging the land that Cal Maritime sits on
 - iii. Tentative Program: (1) Welcoming from President Cropper (2) Remarks from Native-American cadet (3) Remarks from leaders of the tribal groups (4) Reception
 - iv. Educational posters will be included as part of the reception
 - v. When do we use land acknowledgement? Use in our meetings and communicating/recommending to students to use at campus events
 - vi. Importance of language being used at event and in flyers. What terms are and are not acceptable. Sometimes terms like “indigenous” is unacceptable. Maybe label as “indigenous or Native American” to rely on self-expression and inclusion
- c. DEI Logo Design- King Xiong/Vineeta Dhillon
 - i. Meaning
 - 1. Branding: joining hands for DEI
 - 2. Puzzle= learning disability
 - ii. Opinions
 - 1. Images with hands do not include people with disabilities: Mobility, sight etc... not included
 - 2. Most members like “compass-look”
 - 3. Maybe changing the image in the middle: “less like a volleyball”



4. Colors are favorable but is it acceptable at a cost standpoint?
Image may be over complicated.
- iii. Community Day logo with sun rays is finalized for community day

4. Open Floor Items

- i. Note – Anything related to DEI- put on Robin’s (R. Bates) radar. We are trying to approach DEI as a united front. We include can staff on training
- ii. Dates to note
 1. March 14 – March 18 – Sexual Assault Awareness Week
 2. March 15 –Neurodiversity training (learn about different types of learning disabilities) Join Zoom!
 3. April 5 – CommUNITY Day
 4. April 6 – Land Acknowledgement & Blessing Event
 5. April 23 – Preview Day
 - a. King request for a table for DEI Council
 6. April 22 – Earth Day
 - a. Sheikh send flyers and information materials to King and DEI Council
 7. April 28 –Engineering Day
- iii. K. Xiong- possibly inviting admissions to meetings and DEI events.
Data and info may be useful

5. Adjournment (12:00pm)