

Diversity In Action Group/Equity Committee  
Meeting notes of February 9, 12:30 – 2 pm  
10-401  
Notes prepared by Henry Villareal

Members present: Paul Hankamp, Annie Theodos, Sylvia Aguirre-Alberto, Lorena Gonzalez, Fauzi Hamadeh, Makiko Ueda, Fi Tovo, Lee Miller, Krystal Romero, Justine Evirs, Henry Villareal

- I. Review of the agenda  
Henry added DIAG/Equity Name to the agenda. Paul Hankamp was introduced and welcomed as a new faculty representative to the DIAG/Equity Committee. Paul was also congratulated on having recently been hired as a full-time, tenure-track Biology instructor commencing with the fall 2016 semester.
- II. Approval of Meeting Notes  
Meeting notes of November 10 and December 8 were approved.
- III. Diversity Planning Committee Report  
Sylvia provided a detailed budget breakdown which noted that Diversity Planning Committee Budget has a current balance of \$6086.45. As of January 29, 2016, \$5,350 has been allocated for various events. The most recent event approved is an Introduction to Ayurveda workshop submitted by Denaya Dailey which is scheduled for May 4. Also noted is a pending request for a Black History Month event called “Doodu Boy”; a one-man play by CSM alum Stephen Bryan. The request was submitted by Makiko Ueda and Fred Gaines and is planned for February 23 in the theatre. In addition, there are two April events that are being planned: a Cultural Humility Workshop on April 22 with Veronica Neal and Julie Lewis and a Microaggressions Workshop on April 29 being led by Jackie Reza.
- IV. Sustainability & Social Justice Flex Day Event Review  
Paul shared that the Flex Day event titled, “Communication Across Difference” went very well with approximately 12 faculty, staff and administrators participating. He noted there was good interaction amongst the participants and he thanked Fauzi, Tabitha and Henry for helping to coordinate the workshop and for being active participants. The event was cosponsored by the Sustainability Committee and DIAG. He also mentioned that a satisfaction survey was completed by participants and that he would be receiving a written compilation of the feedback from Theresa Martin.

Paul asked Lorena to provide an overview of the event that Puente and the Sustainability Committee are planning for March 21-24. The event is a “Week of Service” in Honor of Caesar Chavez which adheres to a sustainability and social justice theme. Activities during the week will include a food drive, a Raza Day with students from San Mateo High School visiting CSM and Puente students serving as hosts, and the screening of the film, “The Garden”. An invitation has been extended

to the film's director Scott Hamilton. Other sponsors of the week's events include EOPS, Botany Club, and the Conservation Society.

V. Equity Budget Report

An update on the Equity Budget will be presented at a future meeting.

VI. DIAG/Equity Committee Goals for 2015-16

Committee members reviewed the draft of the 2015-16 goals which were drafted by Theresa and Henry. Lee asked for clarification of the intent of Goal 3 and after discussion the goal was revised to the following: "Provide a calendar of events that support evidence-based and culturally diverse educational activities for students, faculty, staff and administrators." Goal 4 was also revised to emphasize not only the importance of diversity in the hiring process but to also recognize the diverse student population that comprises the institution. The goal now states, "Promote diversity in the faculty and staff hiring process to ensure culturally relevant teaching pedagogy and practices to better serve a diverse student community of learners."

VII. Equity Director Job Description

A draft of the equity director job description was shared with the committee. A robust discussion ensued and several recommendations were provided including reducing the number of key responsibilities from 25 down to 12 – 15, incorporating reference to cultural competency and cultural humility, and being consistent when referencing targeted student populations, e.g., students of color or historically underrepresented students. The recommendations will be incorporated and an updated draft presented to the committee.

VIII. Name Change for DIAG/Equity Committee - Henry

A name change for the DIAG/Equity Committee was revisited with Equity and Diversity Action Group once again presented. However, it was suggested by Krystal that the name change not take place until the Equity Director is on board. There was agreement to hold off on the name change name so that the new director can have some input on this decision.

IX. Other

-Fauzi noted that Marco Zavala, the current student representative cannot attend the DIAG/Equity meetings this semester due to a time conflict thus a new student will be appointed by the Associated Students.

-The topic of a diversity website was once again mentioned. Paul Hankamp volunteered to take the lead and will plan to meet with Bev Madden to discuss this possibility.

Next Meeting: March 8, 10-401