California State University San Marcos

**CEHHS Committee on Inclusion, Diversity, and Equity (CIDE)**

MINUTES: Tuesday, September 28, 2021

1:00-2:00pm (via Zoom): <https://csusm.zoom.us/j/81165459906>

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| x | Richard Armenta, SHSHS  |   |  VACANT (Student Representative), SON |
|  X | Alison Scheer-Cohen, SHSHS  |    |  VACANT (Student Representative), HD  |
|   X | Joni Kolman, SOE  |    |  Xochitl Archey, SOE, At-Large |
| X | Brooke Soles, SOE, CIDE Chair |  | Jennifer Ostergren, Dean (or Dean’s Designee) **(Non-voting)** Associate Dean Kristan attended for Dean Ostergren |
|  x | Amy Carney, SON  |   | Shannon Cody, Assistant Dean, CEHHS **(Non-voting)**   |
|  x | Emmanuel Iyiegbuniwe, SON |   X | Tama Harper, Staff, Dean’s Office |

QUORUM

[X] Yes, a quorum is present.

[ ] no quorum

APPROVAL OF AGENDA

Motion: Joni

Second: Richard

1. Welcome and Introductions – the committee introduced themselves and shared what is on their hearts & what is on their mind. Family with COVID, kids in schools with learning gaps, teaching for hours on end with a mask on, grateful to be a part of CIDE, grateful for interdisciplinary collaboration, grateful to attend and help support new Dean, working on grant deadlines and grateful that submittals are almost done.

1. Review [CIDE charge and bylaws](https://www.csusm.edu/cehhs/facultyandstaff/governance/cide.html)

CCC is discussing committee membership and changing the representatives from each of the 3 schools to 1 representative from each unit. The bylaws do not mention the CIDE staff representative as a voting member.

1. Faculty and Staff Learning Community (FSLC) [Introduction to Racial Literacy](https://csusm-my.sharepoint.com/%3Ab%3A/g/personal/rarmenta_csusm_edu/ESjyi8mvhddIvi0w-n1c2CgBIyi21UU75qlVbyIUyCXR6A?e=6J63pl)

The committee is excited to see outcomes from the AY FSLC work.

1. Moving Beyond Bias (MBB) Training and [CIDE Highlights](https://csusm-my.sharepoint.com/%3Aw%3A/g/personal/ascheer_csusm_edu/EakxhS24I1BOqbz9PAaZIWkBgwTkyaJ_bRWvMuUigqCbEg?e=etSsPK)

Goal was to implement one training within your unit or group during the AY. One idea was to have this training at the January All-College meeting since time is the biggest constraint for all. Training length could be up 6 hrs. it is suggested to start with 3hrs. Brooke will bring additional information or ideas to the committee. CIDE chair will check in with everyone who did a training and come up with a plan for running trainings.

1. CIDE Student Representative Vacant Seats 2021-22 (SON & HD)

In the past the committee would send out a call to the unit directors and chairs, to nominate students. The nominated students would write a paragraph on why they want to be on the committee, from the pool of students CIDE would then choose the two members. Student nominees have been mostly undergraduate in past years. Student nominees can be from any unit, in the past they were from SON & HD.

1. [Diversity and Equity Workgroup](https://csusm-my.sharepoint.com/%3Aw%3A/g/personal/rarmenta_csusm_edu/EbJbVoDQtgBKgh4TdRo2y-wB0roNa_LEXw13QHxTFf-dJg?e=Aorblo) seeks four additional members

Richard, Xochitl, & Tumay serve on this workgroup, no additional members are needed.

1. 2021-22 Goals: [RTP Language for CIDE service](https://csusm-my.sharepoint.com/%3Aw%3A/g/personal/rarmenta_csusm_edu/EXoelHwOQvZJqD6Kz9zjrZkBfTlctVxHcN4Zum8MVzMcUQ?e=VbFYDy) (e.g., FSLC, MBB), etc.

Committee discussed goals for the AY, continue with FSLC and MBB trainings. If CIDE service is mentioned in RTP language, the faculty mentioning this would need to explain why this service is valued.

1. Other items, Announcements, and Next Steps

Richard shared the 2021 Virtual California Forum for Diversity in Graduate Education. He will share this with CEHHS faculty.

Next meeting is October 26th.

APPROVAL OF MINUTES

Motion:

Second: