CEHHS CIDE

Minutes

3/26/19

University Hall 449

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|  | Tumay Tunur  Kinesiology | X | Bulaporn Natipagon-Shah  School of Nursing |
| X | Noriko Toyokawa  Human Development | X | Joni Kolman  Co-Chair, School of Education |
|  | Denise Boren  School of Nursing |  | Anne Rene Elsbree  School of Education ***(Non-voting)*** |
|  | Gilbert Valadez  School of Education |  | Heidi Burney  Staff, Public Health ***(Non-voting)*** |
|  | Richard Armenta  Co-Chair, Kinesiology | X | Emiliano Ayala, Dean  CEHHS  ***(Non-voting)*** |

1. Quorum: No
2. Approval of agenda
   1. No Quorum.
3. Approval of minutes
   1. Approved as they stand.
4. Faculty awards—College Winter Celebration
   1. Requirements for faculty and staff diversity award (third award in addition to best Faculty Researcher and Faculty Service)
      1. Dean Ayala inquired if this would add additional layers for review relative to other college awards, thereby creating undue burden. Impact criteria would create a parity with the other awards.
         1. If additional items are included such as research and service, then this wouldn’t be inclusive of staff. Therefore, focusing on activities and promotion of diversity on and off campus, how do they reflect diversity and inclusion above and beyond in their personal lives.
         2. The committee will need to qualify the above and beyond, especially when considering faculty and staff whose employment focus is serving underrepresented populations.
         3. Dr. Toyokawa member asked if a single ethnic candidate working with the same ethnic students and community (i.e. White Male faculty and Caucasian students) is considered diversity?
            1. Conversation considered the layers of diversity: difference, power, and ethnicity. Individuals can make their case for the nomination. Dr. Kolman mentioned her work with white students studying the impact of their whiteness and its inherent biases to create awareness would be diversity promotion due to its goals.
      2. Dr. Shah reviewed what other universities have done and noted common themes focusing on the level of outreach, promoting diversity and the impact they’ve had on others, campus, students, and community. The document was uploaded to the CIDE one drive.
      3. Dean Ayala noted that the CSUN one was appropriate to the committee’s needs. It is broad enough to encompass staff. Adding creativity language would be beneficial. The discussion surrounding CSUN’s language follows:
         1. Dr. Kolman asked if the words appreciation and respect could be changed as they are passive and not active. Appreciation is not commitment. Respect is merely tolerance. Further conversation covered demonstration vs contribution and other terms to actively reflect the promotion of diversity and its inherent elements beyond the passive recognition or exemplification thereof.
         2. To incorporate the discussion of the 3 layers of diversity above, it was suggested that language reflecting the promotion/championing of traditionally underserved/underrepresented/oppressed/disadvantaged would be recognized despite failure to meet the difference element.
         3. **To Do:** Changes made during the meeting and will be uploaded to the one drive by Dr. Kolman for review and contribution by the commitee.
      4. Who would serve on the committee reviewing the award?
         1. Should it be a new committee? Should it be CIDE?
            1. Conversation trended to having this award decided by CIDE.
      5. Dr. Toyokawa asked could the Janitorial Staff that service our college be nominated as they are underrepresented?
         1. Dean Ayala congratulated the out of the box thinking and believed it would be appropriate for consideration in the Staff Award.
5. Goals for CIDE
   1. Google Doc on One Drive
      1. Dr. Kolman asked the committee to review the document posted in the one drive and review it for the next meeting.
6. GEC diversity requirement
   1. Update from SLP: SLP 364 will be submitted for US; may be looking into study abroad for global.
      1. The Global and US diversity requirements must be met in different courses according to the University. As a result, to meet the GEC requirement for a program, two courses are needed.
7. CIDE Approved for Student Member Nomination
   1. How should the nomination process be structured?
      1. One student from every school/department is not feasible as SoE students are busy and disinclined, historically, to participate. As a result, the student nomination should be open end, using language such as “the unit *may* nominate a student for a seat.”
      2. Dean Ayala advised circumventing this nomination process and sending an open invite to faculty, staff, and students allowing for self-/nomination.
         1. The nomination can follow the current process on the website of Call for Nominations; Inquiry for Acceptance of Award; If Accepted, attach the following items…

Adjourned 2:03pm