Diversity Committee Minutes

February 27, 2018

1:00pm UH 449

1:00-1:10:

* Introductions
* Review and approve minutes and agenda  
  - Minutes and agenda approved

1:10-1:15:

* Update from the University Office of Inclusive Excellence:

- Committee created a tool to analyze the data.   
-Mostly faculty, but some staff.

* Sorting tool that compiles various data from around campus.
* Discussion about having a more transparent hiring process.   
   -Create a process an anonymous form for faculty.
* Don’t just look at the #, look at the additions/ replacements, and look for growth.
* Diversity Chair in hiring committees?
* Lecturer pool- at CSUSM it is less diverse than the TT pool/ hires.

1:15-1:55:

* Updates from Subcommittees
  + - Bylaws for committee- Leandro and Alison
* Working on voting members; faculty, staff and students.
* Change verbiage for the Director of student services to be Associate Dean.
* The mission is vague in order accommodate all.
* Perhaps have one faculty from every department as a voting member? Non-voting people will not show up. Some units will not have student representation.
* Change language: two representative from each unit. (14 faculty, 2 staff, and 2 students).
* Perhaps have 2 for each committee, just have empty seats. (Minimum of 1 for each unit).
* Each body determines their quorum- 50% or more.
* Leandro will edit the bylaws and send out.
* Adjunct faculty can represent as the “faculty,” no distinction between TT/ adjunct.
* Department meetings to disseminate information, Marilyn Huerta and LAC can assist as well.
  + - Recruitment fair: Leandro and Christina

- Invite faculty members and professionals in the community.  
- Food.

* Talk to the career center about potential opportunities to collaborate in events.
* Discover CSUSM April 7th   
  -Marilyn to help to get a table, help with promotion.
* Once a month event.
  + Teaching pedagogy/Universal design: Richard, Tumay, Anne-Rene, and Leandro
* Faculty Center offers ton of support, but we do not want to duplicate their efforts.   
  - Once a month brown bag meeting. Discuss the various teaching methods/ pedagogy. Offer lunch occasionally, otherwise brown-bag? People can share ideas and get feedback.
* Developing an FLC; creating curriculum for diverse learners.
* Money incentives to engage in that work?
* Brand things for the committee? Perhaps develop a website.
* UDL- University Design Learning
* Could have each department responsible to do one.
* 10 minute presentations, held during U-hour- 12:00pm- 1:00pm.
* Complete a brown bag in April 24th. Faculty Conference room.
* Video tape for others (unable to attend) to watch at their convenience.
  + Curriculum assessment / Survey for social justice: Leandro and Tumay
  + Literature Review: Denise, Anne-Rene, and Leandro
* Denise looking into the articles.
* Application rates applicable. (African Americans)
* Come back to lit review.

1:55-2:00:

* Additional items  
  -Invite Dreama Moon to our committee.