Diversity Committee Minutes

October 23, 2018

1:00pm UH 449

**Attendees:**

Denise Boren

Bulaporn Natipagon-Shah

Tumay Tunur

Richard Armenta

Joni Kolman

Noriko Toyokawa

Gilbert Valadez (absent)

**1:00-1:10:** Introductions

**1:10-1:15:** Election of New Committee Chair

* Tumay Tunur was nominated by Richard Armenta to serve one Academic Year.
  + Unanimously approved, no abstentions.

**1:15-2:00:** General Business

* Assessment of the college Strategic Plan pertaining to diversity
  + Identified measurable outcomes that need updates. Each member tasked with researching the status of an outcome from the Strategic Plan.
    - Richard – Reviewing the policies in place for increasing underrepresented populations in student, personnel and leadership.
    - Bulaporn – Reviewing progress, if any, in the mentorship of underrepresented individuals in leadership in the college.
    - Joni – Assess the diversity of new hires within the college coordinating with OIE and Matt.
    - Noriko – Investigate the advocacy for equitable pay and working conditions for diversified populations.
    - Denise – Investigate morale and community building within college.
  + Richard moved items to a shared folder within OneDrive and added all of the committee members.
* Desired Future Modifications to the Committee
  + Would like to expand membership to include Staff and Student Members, possibly changing the committee structure policies of CEHHS Bylaws.
* Discussion of Accomplishments in Promotion of Inclusivity
  + Tumay presented her mentorship of students during summer research as well as successful use of a pre and post survey.
* Moving Forward
  + There is a need for interacting with the college community to build priorities and obtain feedback on what they would like to see implemented by the committee.
    - Next meeting will address creating survey with questions focused on the measurable outcomes and feedback.
    - Unrepresented departments (Social Work, Public Health, and Speech Language Pathology) on the committee necessitate individual meetings for more direct feedback.
  + Next meeting will include a review of what was previously accomplished by the committee.