Diversity Committee MINUTES  
 November 28, 2017  
1:00pm UH 449

* Introductions
* Review and approve minutes and agenda- *minutes approved*
* Update from the University Office of Inclusive Excellence   
  - Encourage faculty to attend the [Symposium on Immigration Diaspora Studies](http://www.csusm.edu/fc/news-events/events/flyers/17-18/symposiumf.pdf) (RSVP [here](https://www.csusm.edu/fc/news-events/events/event-rsvp.html))  
  -Discussion on the 12 campus centers: There are currently [12+ centers on campus](http://www.csusm.edu/undocumented/studentcenters/), and 4 centers are currently in the process of being created/ established. Determining their purpose and function for CSUSM. How are we and these centers serving our student population?  
  -The campus will also be hosting mindfulness activities throughout the semester. In addition to offering a free (limited enrollment) MBSR-Mindfulness Based Stress Reduction 8 week course next semester.  
  - Suggestion to add sexual assault resources onto all CEHHS program syllabi.
* Hiring Practices and recommendation committees/ data will be available in the spring. Maybe we can invite them to come and present to our committee? Ultimately, the Dean chooses the final applicant, and the search committee does the recommending.
* Committee Name: **Committee for Inclusion, Diversity, and Equity**

Review charge for Committee: ***The charge of the Committee for Inclusion, Diversity, and Equity is to identify, assess, and advance strategic initiatives that promote diversity, equity, and inclusion for the success of all students, staff, and faculty in the College of Education Health and Human Services.******The Committee for Inclusion, Diversity, and Equity will make recommendations to the Dean regarding policy, programs, curriculum, services, recruitment, and retention to obtain equitable outcomes.***

* Data Review
  + What are the goals we want to accomplish with this data and what are we looking for?
  + Survey?  
    - We should complete an entry/ exit survey.  
    - Students perceptions to diversity and behaviors toward university environment perception.  
    - Knowledge about bias.
  + If changes are implemented, there should be some measure to show how we are doing before and after changes are made.
  + Some departments/ programs is already being completed on undergraduate & graduate admissions in addition to exit surveys.
  + Social justice scale (10 questions) could be utilized and modified for this purpose.
  + Create a Survey Sub-committee (Leandro & Tumay)
* Next meeting- Spring Semester
* Keep the meeting times at the same time for Spring 2018.
* Further integrate diversity into curriculum? How?
* Work on the strategic plan
* There is currently an initiative to develop a undergraduate diversity requirement. CSUSM and San Diego state do not have it. Not an add-on course. Online format- is there a way to quantify it?- the **hanulali** report is able to.
* Integrate it into every syllabus. Lab based courses? In Kinesiology they could use adapted PE and each person/ department to look at their programs and see how diversity is integrated into the SLO. What courses do/ don’t have this integrated in. An assignment, paper, etc. Students will not see the integration of diversity prior to this.
* Flipped class funding? Utilize funding opportunities from Office of Diversity and Inclusive Excellence.