Diversity Committee Minutes

January 23, 2018

1:00pm UH 449

1:00-1:10:

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

1:10-1:15:

* Update from the University Office of Inclusive Excellence

-The Diversity Office of Inclusive Excellence had their last meeting in December, where they discussed Survey data. Cameron presented information on the Diverse Learning Environments Survey consisting of about 780 items.
 - Students were given the incentive to win a parking pass if they completed the survey.
 -450 CEHHS students completed it.
 - Results have not really been used for any purposes other than few faculty in grant applications. How can we use the information to develop/inform interventions? DISP (Diverse Institution Service Plan)
 -Armenta volunteered to examine the large data set if the committee found it to be useful.

1:15-1:30:

* All College Meeting Recap

General Discussion:
- Need to increase diversity within students and faculty
- Department specific: possibly create a space for students to interact within the building, that would allow for individuals to get to know one another.
- Help recruit high school students for research that would give them a leg up with applications. Increase the possibility of diverse populations before college. Give students experience prior to college. Similar to the “COSMOS” program at UC’s (targets under represented populations).
- STEM Saturday is on March 10.
- Promoting that service based professions can be done by those with disabilities, need the “essential functions”
- Hiring of Bilingual faculty
- We have data on who is currently here, how can we utilize/ incorporate this?
-[SACNAS](http://www.2017sacnas.org/events/2017-sacnas-the-national-diversity-in-stem-conference/event-summary-344a437cdada442d9179834c162b0a21.aspx) (stem fields) conference. CSU sponsors a table there, should focus recruitment efforts.

1:30-1:55:

* Review Goals for Committee
	+ By-Laws Subcommittee:
	-Leandro Galaz, & Alison Scheer-Cohen
	-Currently have bylaws on voting staff onto committees but not students.
		- * Create verbiage and be added to the CEHHS governance
	+ Recruitment Subcommittee:
	Leandro Galaz, Shannon Cody & Christina Holub
	- Create an opportunity for students to meet faculty and professionals in the field.
	- Undeclared majors are one of the most diverse groups
	- Perhaps we can work to promote this? **#nowdeclared**
	+ Teaching pedagogy/Universal design Subcommittee:
	- Richard Armenta, Tumay Tunur, & Anne- Rene Elsbree

-The DLE might look at what students look at.
- Verify that we are not double dipping with the Faculty center. Rather join efforts with them.
- Active learning techniques & pursing a different representation on information.

* + Curriculum Subcommittee:
	- Tumay Tunur, & Anne- Rene Elsbree

- Create something in the course evaluations for all faculty? Because they are used for faulty assessment, perhaps a separate survey? In- class vs. personal time. Core questions in DLE.
- Common classroom culture

* + Survey Subcommittee:
	- Leandro Galaz, and Tumay

- Using the survey data to look at the curriculum assessment

* + Literature Review Subcommittee

- Denise Boren, Anne- Rene Elsbree
- \*Might need to look at the research, perhaps a Lit Review?
- Denise Boren will ask librarians and Leandro Galaz will ask Joe-Joe McManus about efforts.

1:55-2:00:

* Additional items
- Who is getting the information from applications regarding diversity on TT, adjunct applications?
* For each department it may depend on the Department.
* No better indicator of success than GPA in MSW, However this is not the case in all programs.
* GRE no indication of student success. SAT better indication of economic status than education.
- Bring back information from the subcommittees to the meetings, start some email threads to have conversations.

-Discover CSUSM, Saturday April 8th.