# Diversity Committee MINUTES October 24, 2017

1:00pm UH 449

Minutes approved 9/26/2017

* Update from the University Office of Inclusive Excellence
* Report back from departments/schools/units (see below: General Discussion)
* Committee Name:
	+ Diversity Committee
	- Committee needs to create a charge by January to present to all college and Dean for the Spring Convocation. By this time, the committee should also develop the bylaws to be voted on at the meeting.
	- All members work with departments and colleagues to brainstorm and develop ideas for potential committee names by the next meeting.
	+ Committee for Diversity and Inclusive Excellence- has updated their name to the Inclusive Excellence Committee.
* Review from Bylaws subcommittee on Diversity committee charge:
	+ ***The charge of the Diversity Committee is to identify, assess, and advance strategic initiatives that promote diversity, equity, and inclusion for the success of all individuals in CEHHS. The committee will make recommendations to the Dean & BAPC regarding recruitment, retention, and equitable outcomes that impact policy, programs, and services for historically underrepresented populations.*-**Comments: All individuals is very broad, need to work on verbiage so the charge is inclusive to CEHHS. Who are “underrepresented populations” referring to?

**-** Next week committee members will brainstorm and come back with ideas/ ways to make the charge more broad and general.

**-** This should reflect “who we want to support, not what we do.”

# Starting Goal

-At the next meeting Leandro and Matt will come prepared with data to present to the group to generate discussion to help the committee make decisions, guiding the charge and strategic initiatives.
- Data Requests:
 -Trends and concerns
 -Recruitment
 -Children/ parents (single parents)

 -Disability/ those who requesting services from DSS

 -Health data from the CSUSM services. (Can we get this?) \*IRB?

 -Success rates
 -Attrition rates

Research Software: Tablo (presentation tool to help break down the data) could be used to assist in our efforts. What process do we go to look, process and analyze the data?
- At the next meeting committee would like to have information to look at first. What specific things to look for. (Recruit more diverse students, strategies, etc.) To have a base line or starting point.

Comparison to other CSU’s? Be careful not to “drill down” to far.

* General Discussion:
* Social Justice Aspect:

Looking into Native American and STEM fields
-Deborah’s Nursing grant, some of the students are having difficulty in their studies as they are being treated differently. They are being moved to the Temecula campus to avoid discrimination in their studies.

-Need to work on hiring faculty that are focused on the issues rather than trying to change the faculty.

Student Services:
-They will work with the program, where they are to support you. Have Safe Space training & training on Cultural Sensitivity,/E-competence. More training is needed and would be good. Level communication between the departments and Student Services would be good.

* Speech Language Pathology would like to have a more balanced gender ratio of the field. They have done lunch & learns within the bachelor programs to help promote an interest.
* MPH- Has several courses that address the issues of diversity and inclusiveness. Health disparities, Diversity and Culture & Global Health courses, etc. Faculty Research is focused on ethnic inclusion.
* Create a forum for undergrad students to see the master’s programs available in CEHHS?
* College of Business also does something similar by mentoring a student through the process.
* Could do a recruitment effort in the college with lunch (have funds available).

 - Could invite individuals from various Careers to discuss their ideas and experience.

* Can also bring CEHHS students to SoE Master Poster sessions and should encourage faculty to bring their students to it. Should invite undergrad HD students to promote them to continue their education.
- Undergrad admission criteria? Create something additional to help minimize application competition.

Next meeting 11/28 @1:00pm, UH 449