Diversity Committee Minutes

March 27, 2018

1:00pm UH 449

1:00-1:10:

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

1:10-1:15:

* Update from the University Office of Inclusive Excellence (not an official committee).
  + Joni

- At the last meeting, faculty diversity and recruitment data & charts discussed. Information showed the ways hire procedures are promoting diversity, it is still the status quo. Procedures have been the same for the last 10 years. The only group of individuals to be more diverse, is adjunct faculty. Maybe 1-2% change.   
- It has been shown that the more diverse authors, the higher caliber journals they end up in.

- Where does the data come from? (Piecemealed together for this study).   
-Next meeting on April 12th.

1:15-1:55:

* Updates from Subcommittees
  + Curriculum assessment / Survey for social justice
    - Tumay  
      -Looked at the diverse survey, and has distributed to her classes. Results?
  + Literature Review
    - Denise, Anne-Rene  
      -Graduate assistants helping in the literature review. At this point, there is a lot of positive literature. Projects focusing on universal design, diverse populations and inclusiveness.
      * Goal is to complete the project by the end of the semester.
  + Moments of Pedagogy for Diverse Students (brown bag)  
    - Develop a catchy name for the events.  
    - What could you do with different teaching methodologies? Teaching-ins. Andragogy- teaching to faculty.   
    - Using media in the classroom.   
    - Could create a feedback form for additional information at the events.   
    - Photos at the event; promotion through email.
    - First event April 24th 12:00pm- 1:00pm (lunch included).  
      - Hosting the first “Brown Bag” this month at the Faculty Center.  
      - These create an opportunity for faculty to share various methodologies that help impact diverse populations.
      * Leading to finding “allies” at the faculty center. They have offered to facilitate/ fund an FLM (open to the whole university).
      * Perhaps offer diverse food and create branding for the event.
    - Richard, Tumay, Anne-Rene, and Leandro
  + 1:50-2:00:
* Guest: Dr. Dreama Moon – Communication Dept. – CHABSS  
  - One of the goals from the CHABSS Strategic Plan: Focus on hiring, retention and recruitment of faculty, curriculum and climate. “Faculty governance/ ad hoc”- Some faculty did not feel like the report was an accurate reflection. Each department is different in how they implement diversity inclusion. Look at inclusion through new hiring practices. How do people enhance our college (courses, research, and service)? Vita analysis. Speak narratively about how diversity inclusion enhances all of us. Deans lobby for resources- data will help with more informed lobbying. Data gathers.  
  - Descriptive outcomes/ coding?
* Discovery CSUSM- committee to join? April 7th- Not interested in attending/ joining this year.
* All committees make recommendations, advise the dean on issues related to diversity.