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University Diversity Committee Annual Retreat Minutes (9/10/19)

CSUSB University Diversity Committee

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University Diversity Committee Annual Retreat

September 10, 2019

- I. Symposium on Race and Race Relations; follow up actions- Discussion
 - i. Suggestions:
 - i. Follow-up after 1 or 2 years
 - ii. Work groups become action groups: begin meeting and implementing actions discussed at the symposium.
 - iii. Post summaries of actions on to symposium website after the work groups revise them.
 - iv. Have a meeting where all work group participants meet and compare revised summaries.
 - v. Future leaders work group would like to set up a computer lab with professional team members to help students with CSU Apply application submissions at homecoming.

- II. Status of diversity training and certificates
 - i. Twillea collaborated with the staff at the development center and it has been decided that it is best to wait for the diversity consultant to report back.
 - i. The staff development center and Faculty Center for Excellence offer diversity workshops/ classes.
 - ii. A diversity inclusion glossary was distributed to the committee by Todd Jennings.
 - i. This glossary will be used at the diversity training.
 1. Send any updates or additions to the glossary to Twillea.
 2. Todd gave permission for the glossary to be utilized in a classroom setting.
 3. The committee needs to agree on the language/vocabulary of: diversity, equity, and inclusion.
 4. Send the document to Rebecca and it will be posted on the UDC website.

- III. Coordination of information between CODIE and UDC
 - i. CODIE meets once a month.
 - i. CODIE to send meeting agendas to UDC and vice versa.
 - ii. Add to UDC agenda: Items to report to CODIE

 - ii. Recruiting Staff and student committee members

- i. ASI or Office of Student Leadership
 - 1. Must submit form on ASI website to invite a representative to attend the meeting. Rebecca will submit this request.
 - 2. Jan will talk to Fred McCall from Student Leadership.
 - ii. Invite representative from Services to Student with Disabilities Office.
 - iii. Obtain Faculty Senate representative list of UDC members.
 - iv. Invite interested staff members.
 - 1. If they are participating well, UDC will vote them in.
 - iii. Working with supervisors to allow committee members to attend meetings
 - i. Consider sending a letter from the President to the committee member's supervisor.
 - iv. Report on meeting with DEI & TRC personnel
 - i. TRC used to send out the call, UDC will do this now.
 - ii. Money transfers- were made by TRC, library staff will now make the transfers.
 - iii. TRC will continue ordering the food and sending out meeting reminders.
 - iv. Set up a share drive or blackboard page with shared information, and a page on ScholarWorks.
- IV. Strategic planning
- i. Mission of organization (work on and bring to a vote):
 - i. To promote diversity, equity, inclusion at CSUSB by sponsoring programs and presentations.
 - ii. Foster and support institutional diversity
 - iii. Protect diversity
 - iv. Create a sense of belonging/unifying
 - v. Education about diversity, equity, and inclusion awareness
 - vi. Implementation
 - ii. Values in terms of diversity
 - i. Inclusivity
 - ii. Retention
 - iii. Collegiality
 - iv. Student success

- v. Opportunity to learn from those who have different cultural backgrounds
 - vi. Curiosity and empathy
 - vii. Value empowerment and courage
- iii. SWOT- Strengths, weakness, opportunity, stress
- i. Strengths:
 1. Committed to the goals and making the campus a better place
 2. Willing to talk about disagreements
 3. Different strengths and skillsets
 4. Strong support by campus resources
 5. Strong leadership
 - ii. Weaknesses:
 1. Lack of collaboration with CODIE
 2. Needs structural clarity
 3. More formalized staff dedicated to the UDC
 4. Centralized location
 5. Website needs diversity training material
 6. Not always perceived favorably by unsupportive faculty
 7. Clarity in sponsorships
 - iii. Opportunities
 1. Current national/ political climate
 2. More opportunities for training
 - iv. Threats
 1. Outdated attitudes, polarization of our society
 2. Fear and immigration fears
- iv. Ideal future for UDC
- i. DEI fully staffed office
 - ii. Faculty and staff acceptance
 - iii. Serve as an anchor/ meet students where they are
 - iv. Students become allies of diversity

V. Adjournment at 2:03pm by Cesar Caballero

Actions:

- Add diversity question to SOTE
- Agenda items: Stipend for support staff. Items to report to CODIE

- Work groups become action groups: begin meeting and implementing actions discussed at the symposium.
- Have a meeting where all work group participants meet and compare revised summaries.
- Post summaries of actions onto symposium website after the work groups revise them.
- Send the diversity glossary to Rebecca and it will be posted on the UDC website.
- CODIE to send meeting agendas to UDC and vice versa.

