



A.S. Diversity, Equity & Inclusion Committee Meeting

Tuesday, September 29, 2020

10:00-11:00 AM

Zoom Link: <https://humboldtstate.zoom.us/j/99002378364>

Minutes

Subcommittees and Working Groups

- We will be creating working groups for our subcommittees. Roman drafted suggestions and is open to changing any of them.
- There are a list of questions that serve as potential issues to research.
 - There are both data driven questions (making sure students are enrolling at the same rates) and non-data driven questions (asking whether or not campus is welcoming).
- The aim of these is to make sure students feel represented and visible on campus. They all have the ability to volunteer within the projects they are interested in rather than be assigned to it as work.
 - Jourden is also working on murals on campus!
- Developing Decolonized Institutions
 - There were a lot of promises by admins that haven't been met, so this could be a way to gather documents and information to make suggestions for what campus could be doing.
- **Everyone is welcome and encouraged to make suggestions to the document.**

Committee Compensation

- Jourden
 - Working on committee compensation and will be adding ASDEIC to that compensation list. He will be meeting with the finance committee tomorrow to vote on it.
 - Stipend disbursement would be on Oct 31st and Dec. 15th.
 - Roman will take attendance and you will be paid based on your attendance

Question: "I am still trying to find a student to represent ITEPP. Until then, I will continue to come to keep up to speed. If that is okay?"

- Totally okay, just send Roman their email address once they are found and he can add them to the recurring meeting invite and get them set up with the necessary documents

For ASDEIC Review:

- Determine whether Combating Campus Blackness and Developing Decolonized Institutions should be subcommittees or working groups
 - **Jourden** “As we go forward working groups may work as we try to make changes on campus”
 - **Jenaee**: “A lot of this will be ongoing work, strategy planning, and so working groups can give everyone an opportunity to expand on their thinking, and collaborate with other groups and organizations
- **Jennie**: How do we know that POC are given support, and that they don’t need support? Are we assuming that they have issues?
 - We look at the enrollment dashboard data breakdown. We can also ask for a further breakdown of the data. We don’t have to assume help is needed, but it doesn’t hurt to have it there if anyone needs it.
 - Moving forward: We need to remain conscious that we don’t assume people need help.
 - Roman: I updated the ASDEIC Intention doc to try and remove any othering or presumptuous language. If there is some left, please let me know as I’m eager to learn how to improve.

Changes to ASDEIC Legislation

- More updates will be given after approval from the Executive Committee
- What other departments should be included?
 - Even if places aren’t a department yet, we can advocate for them to be a center through the committee!

ASDEIC Facilitation Options

- Provided by Doug
 - Dynamic Facilitation
 - Different from the traditional facilitation models we are used to
 - Focuses on rethinking the issues we face, the role of the facilitator and participants, calling for unanimous choices as opposed to group decisions.
 - A lot like the collective impact model, Jenaee will forward this model to Roman and we can make a decision next meeting.
 - **The facilitation options will be in place for two years following approval.**

These beginning steps may seem slow, but they are in place to make sure the committee can operate effectively!

Potential changes on campus

- **Jennie**: Not just advocating, but showing that it’s okay to ask for help, dismantle the idea that it’s not okay to ask for help, to know that even though you’re in college you don’t have to know everything.

- **Jenaee'**: With admin: there is no transparency in the conversation they have with students. Nothing goes out about large events. There was no statement on Breonna Taylor. We need more solidarity statements.
 - Admin needs to see students and put their foot forward to let their students feel present.
 - Admin get off the pedestal and humanize themselves, outside of the positions.
 - **Jennie**: With everyone trying to be PC, a lot of people stay neutral and not say anything. It would be nice to at least recognize that prof's classes aren't the only things happening in people's lives.
 - Roman: Depoliticizing basic rights!

Action Items

- Roman will be adding everyone to the drive
- Everyone will look at the Sept. 29 presentation for the intention and facilitation documents.
- Start brainstorming changes we would like to see on campus

Next time:

- Finalize SC/WG Structure
- Finalize SR/Facilitation
- Finalize Legislative Charges
- Planning Ahead
- Filling Vacancies