



University Student Union  
 California State University, Northridge

**Diversity and Inclusion Committee  
 MINUTES  
 May 11, 2018, 11:00 am - 1:00 pm  
 Tujunga Room**

**I. Call to Order**

Meeting called to order by Chair Frank Benkovic at 11:08am.

**II. Roll Call**

Present	Absent	Staff	Guest (s)
Evelyn Arnold	N/A	Kingson Leung	Agustín Garibay (STAFF)
Frank Benkovic		Freddie Sánchez	
Matthew Contreras			
Jaleesa Herrington			
Mictlantecuhtli Nuñez			
Rocio Rivera-Murillo			
Michelle Olmedo-Torres (Arrived at 11:12am)			

**III. Open Forum**

Jaleesa Herrington- Keep Committee for next year. The USU does not provide an all-inclusion facility for everyone thus it is imperative to have this committee.

**IV. Approval of Agenda**

M/S/P (J. Herrington/M.Nuñez) Motion to approve meeting agenda for May 11, 2018.

***Motion Passed (6-0-0)***

**V. Approval of Minutes - April 27, 2018**

M/S/P (M.Nuñez/ M.Olmedo-Torres) Motion to approve meeting minutes from April 27, 2018.

***Motion Passed (6-0-0)***

**VI. Chair's Report**

Chair Benkovic thanked everyone for the amazing work that was done this year. He wished everyone best of luck with finals. The USU had a Board meeting this past Monday. He mentioned that the 2<sup>nd</sup> floor Sol Center restrooms were approved –the male restroom will be turned into a 2-stall all-inclusive restroom. The DREAM Center expansion also passed. The NRC Green Room will be taken off-line and one NRC restroom will be converted into a Green Room. The change won't happen until the Sol Center restrooms are converted and operational. Some of the things we've been discussing in this committee was shared at the BOD meeting. It showed how impactful this committee could be, especially our interactions with the centers when we visited them. There is a need to show how this committee can enhance the experience of the centers. The BOD will be voting at the June board meeting whether this committee becomes a standing committee of the USU. Lastly, congratulations to Michelle who will be joining the Board of Directors for the 2018-2019 academic year.

## **VII. Action Items**

N/A

## **VIII. Discussion Items**

### **A. Summary of Site Visitations + Conversations**

The committee discussed all three site visits. A summary was compiled of items that were asked by each space or items that were lacking based on what was shared:

- i. **Pride Center:** Provide a counseling component inside the Pride Center, at least a rotating day; Provide academic support; need for a gender inclusive restroom in close proximity to the Pride Center (Approved gender inclusive restroom in the 2<sup>nd</sup> floor Sol Center); add a campus map of all restrooms easily accessible for students because the CSUN app doesn't have it; there is a lack of intersectional conversations and collaborations.
- ii. **Veterans Resource Center:** A need to extend the physical space outside as a branded VRC space not used by Shake Smart guests; a need for more unity with the BOD; ensure that student leaders of the BOD have a presence in the space; a need to hire more professional staff; stronger air conditioner; gather data from administration should be easier-currently takes too long; a need for the VRC to conduct outreach at Community Colleges prior to student arrival; more collaborations needed.
- iii. **DREAM Center:** Space is limited, need more space and confidential/rooms with doors (the DREAM Center expansion was approved); there is no privacy and only one room with a door; Counseling and Financial Aid counselors more engaged with a dedicated office in the space; more scholarship support for students that do not have DACA and don't qualify for scholarships/internships; permanent funding- not always needed to be dependent on CQF; mention the DREAM Center when USU members are providing tours of the space; sponsor room reservations for programs and extra meetings.

### **B. Student Union Comparison Debrief**

A goal for the 2017-2018 academic year was to have the committee compare diversity and inclusion initiatives from various comparable institutions.

**i. University of Houston:**

- a. Similar to the USU with centers and diversity initiatives
- b. There is a USU/Bookstore partnership in the same facility- it is merged into one building
- c. There is a Center for Diversity – Research Institution
- d. The staff provide training on diversity and inclusion. The website mentioned diversity a lot but inclusive or inclusion was only mentioned once
- e. They have room reservations for non-profit off-campus groups
- f. From looking at website it seems like they have a lot of fun
- g. The Union has a bowling alley
- h. Ethnic studies departments are engrained in campus life
- i. There was no visible mention of a prayer room

Based on the University of Houston website, there is a recommendation to have more open forums to discuss diversity and inclusion on CSUN campus and how the USU can support that initiative; need for a Cross Cultural Center; and a bowling alley.

**ii. Florida International University (FIU):**

- a. FIU has a Mr. & Mrs. FIU- not necessarily inclusive
- b. Male mentorship program
- c. Sexual awareness month- we have a week at CSUN through the Pride Center
- d. National Day of empowerment to enhance LGBTQ effort on campus
- e. They have food and job fairs
- f. A strong mentorship program not focused on gender and involves people from leadership positions mentoring students

Based on the Florida International University website, there is a recommendation to offer more mentorship programs for students, especially between LGBTQ identified individuals.

**iii. San Francisco State University (SFSU):**

- a. There is a Diversity Equity Division- opened in 2017
- b. It was really difficult to navigate through their website
- c. There is a visible effort to make school inclusive and mention of a diverse campus
- d. There is a desire to work more collaboratively with student organizations and utilize the 2015 initiative to graduate more students
- e. Staff are asked to join work groups under the division
- f. In 2017-2018 SFSU hired an external trainer to discuss microaggressions and bullying
- g. They have a series of high public speakers
- h. Visible student activism when hateful speakers are part of the campus
- i. There is a Pride website with:
  - i. gender inclusive restrooms
  - ii. Safe Zones Training
  - iii. Campus employees who serve as mentors
- j. There is no visible lactations rooms or prayer rooms listed on the website

Based on the San Francisco State University website, there is a recommendation to encourage staff to be part of organizations where they feel like they belong. Create a campus organization for different affinity groups.

**iv. University of California, Los Angeles (UCLA):**

- a. Student Union housed in Associated Students
- b. Website was difficult to navigate
- c. The USU houses a Post Office
- d. It was difficult to find Clubs and Organizations
- e. There is a Diversity & Equity focus, it is highly visible on the website
- f. There is language that they hire for social diversity
- g. There is a program to discuss conflict
- h. The USU website also houses an opportunity for students to post if they are looking for a roommate, they are electronic and an actual bulletin board
- i. The USU houses a "Campus Cuts"
- j. There is a reflection room/meditation space
- k. They have a lot of art in the Union and display art once a year –great program
- l. The Career Center is in the Union
- m. They have 120 gender inclusive restrooms around the campus
- n. Resource Centers
  - i. Transfer Student Resource Center
  - ii. GRID/Peer Coaching Center
  - iii. Bruins Resource Center
  - iv. Undocumented Student Resources
  - v. Collegiate Recovery Program
    - 1. Substance abuse assistance
  - vi. Pride Center
    - 1. Lavender Graduation
    - 2. Post-election policy talk
    - 3. LGBTQ Advisory Board
    - 4. Researcher Team
- o. UCLA has a Diversity & Inclusion Bruins Experience App.

Based on the UCLA Website, there is a recommendation for an apartment rooming board.

**v. California State University, Fullerton (CSUF):**

- a. No Mission/Values on their main page
- b. Approximately 9450 visits daily
- c. 60 pro staff and approximately 400 student staff
- d. Resource Centers
  - i. African American Resource Center
  - ii. Veterans Resource Center
  - iii. LGBTQ Queer Center
  - iv. College Legal
  - v. Children's Center
- e. They offer research grant opportunities
- f. Intercultural Awareness

- g. The Cultural Center serves as a funding source for student organizations and assist with planning events
- h. Bowling Alley
- i. Titan Recreation
- j. 9 Gender inclusive restrooms in the Union
- k. Staff Appreciation day once a month

Based on the CSUF website, there is a recommendation that there should be research funding opportunities for diversity initiatives for students.

C. Review Employment Eligibility Policy

The committee briefly reviewed the Human Resources Policy as the only policy to review this academic year. Based on the policy and discussion among the group, it was evident that the majority of the policy was created by local and federal policy. A conversation was had about creating opportunities for student internships and scholarships.

D. Committee Recognition and Thanks

Chair Benkovic thanked the committee for their service and distributed certificates of appreciation for the committee. It was a job well done!

IX. Announcements

An email will be sent to all members of the committee as the June 11<sup>th</sup> meeting approaches to inquire if any committee member is interested in participating as part of the open forum to discuss the impact of this committee.

X. Adjournment

Chair Benkovic adjourned the meeting at 1:11pm.

Respectfully Submitted by

Freddie Sanchez  
Executive Secretary