



**DIVERSITY AND INCLUSION COMMITTEE
MINUTES
DECEMBER 2, 2020 | 11:00AM – 12:30PM
ZOOM: Meeting ID: 851 8188 701**

This meeting is being facilitated through an online Zoom format, consistent with the Governor’s Executive Order N25-20, suspending certain open meeting law restrictions.

I. Call to Order

Meeting called to order by Stephanie Barboza at 11:06 a.m.

Chair Barboza acknowledged land at the start of the meeting: The University Student Union recognizes and acknowledges the Sesevitam, the first people of this ancestral and unceded territory of Sesevenga that is now occupied by our institution; and it honors their elders, past and present, and the Sesevitam descendants who are citizens of the Fernandeano Tataviam Band of Mission Indians. We recognize that the Sesevitam are still here and we are committed to uplifting their stories, culture, and community.

II. Roll Call

Present	Absent	Staff	Guest (s)
Stephanie Barboza (Chair) (She/Her)	Dr. Freddie Sánchez (Executive Secretary) (He/Him)	Sharon Kinard (Executive Secretary) (She/Her)	
H Landeros (Co-Chair) (They/Them)		Jennifer Kim (She/Her)	
Andrew Diaz (He/Him) <i>(left at 12:13 p.m.)</i>			
Sophie Malchus (She/Her) <i>(left at 12:13 p.m.)</i>			
Nadia Marin De la Torre (She/Her/They/Their) <i>(left at 12:15 p.m.)</i>			
Victor Polanco (He/Him)			
Uriel Tapia (He/Him)			
Anaya Galves (She/Her)			
Dominique Silva (She/Her)			
Kyle Susser (He/Him) <i>(Left at 11:40 a.m.)</i>			

III. Approval of Agenda

M/S/P (S. Malchus/D. Silva) Motion to approve agenda for December 2, 2020.

Motion passed (9-0-0).

IV. Approval of Committee Minutes

M/S/P (S. Malchus/N. Marin de la Torre) Motion to approve the minutes for November 2, 2020.

Motion passed (9-0-0).

V. Open Forum

None.

VI. Chair's Report

Chair Barboza said that the concerns from the Diversity & Inclusion (D&I) Committee Group Me chat were discussed at the Board of Directors (BOD) special meeting on November 30. These concerns included providing USU surplus fees funds support to students with special needs, students whose family members have passed away from COVID-19, more technology access, as well as making sure the requirements for accessing these funds are not too lengthy or rigorous. Director Hammond and BOD Chair Alvarez were thankful for the committee's continuing discussions on student concerns and its contribution of ideas to support students. Chair Barboza noted that the Potential Reallocation/Use of Excess Surplus USU Fees document, which lists the possible initiatives for the funds, would be distributed to the committee. Some of the initiatives included temporary emergency housing funding, Matador Food Pantry support, and grants for books and supplies.

VII. Co-Chair Report

Co-Chair Landeros greeted the committee and expressed their hope that everyone was doing well. Co-chair Landeros said that the goals of the committee were shared with the BOD at the November 16 meeting. They let the BOD know that the D&I members were involved in and all the work that the committee members were putting into achieving the goals. Co-Chair Landeros said they were proud to share and brag about the committee members' efforts. Co-Chair Landeros thanked Chair Barboza for sharing with the committee the discussion of the potential allocation of USU surplus fees funds that was discussed at the special BOD meeting on November 30. Co-Chair Landeros left the meeting early for a doctor's appointment, so they were glad that Chair Barboza was able to report back to the committee. They reminded the committee that they could refer to the BOD meeting minutes to review the list of initiatives.

VIII. Discussion Items

A. Continuation of Goals & Breakout Rooms

Co-Chair Landeros reported that the committee would be split into two breakout rooms to discuss goals. Each committee member was placed in a subcommittee based on the interest expressed at the last committee meeting. If a committee member chose both goals, the member was placed in one of the subcommittees and then were welcomed to work on both subcommittees after this meeting's breakout session.

Each subcommittee would discuss for 30-35 minutes the timeline and tasks to complete the goal. Group 1, led by Co-Chair Landeros, would discuss the mission statement and inclusivity goal and Group 2, led by Chair Barboza would discuss the Land Acknowledgment and Labor Acknowledgment goal.

Breakout Group 1: USU Mission & Inclusivity Statement Goal

Subcommittee: *H Landeros, Andrew Diaz, Sophie Malchus, Kyle Susser, and Uriel Tapia*

Subcommittee members discussed the need to work with various departments of the USU to rewrite the mission statement and to create an inclusivity statement. They came up with a plan and timeline to complete the goal by the March deadline. The subcommittee planned to create a list of the departments and staff they'd like to meet with to gather input for the statements. The subcommittee members discussed the need to review the current mission statement before rewriting it. Discussion continued about the length of the mission statement, ideas to include, and values to include. By the next meeting, each member would make a list of values that they would like to include in the mission statement. Co-Chair Landeros was tasked with creating the list of staff that the group would meet with to discuss the mission statement. Members Diaz and Malchus were tasked with contacting the list of staff to schedule the meetings before the start of the spring semester. A set of questions/discussion topics would be created for the department meetings with the various staff members in order to facilitate the meeting and achieve the goals of the meeting efficiently. Each group member was tasked with drafting one or two lines or bullet points for what each member might want to include in the rewritten mission statement or inclusivity statement by their return from winter break.

The group also determined that they would like to meet twice a month next semester in order to work on completing the committee goals.

Breakout Group 2: Land Acknowledgment & Labor Acknowledgment Goal

Subcommittee: *Stephanie Barboza, Nadia Marin de la Torre, Victor Polanco, and Dominique Silva*

Subcommittee members discussed meeting with representatives from the Sesevitam whose descendants are citizens of the Fernandeano Tataviam Band of Mission Indians. The purpose of the meeting would be to share and expand knowledge about the USU and the Indian communities as the USU's first step in asking for permission to acknowledge the tribes during USU programs and events. An outcome would be working collaboratively in crafting a uniform acknowledgement. Chair Barboza said she has connections with CSUN's American Indian Studies (AIS) program and the American Indian Student Association (AISA) with which she is an active participant. That affiliation would be the gateway to establishing the meetings. Associate Director of Administration and Communications Sharon Kinard reviewed the USU Policy sample with the group and described the difference between the committee's role in recommending policy language to the USU Board of Directors and the staff's role in creating the procedure. The subcommittee made plans to meet following Fall 2020 final examinations, beginning its meetings during the winter break. It will present its recommendation to the D&I committee at its March meeting as a discussion item and submit it as an action item during the April meeting in preparation for the full board's review at its May meeting. Marin de la Torre was assigned to create and send a Doodle to establish sub-committee meeting dates.

Polanco was assigned to craft an email to AIS and the AISA, requesting a meeting with the sub-committee. Also discussed was having Marketing create a standard land acknowledgment statement and image to be used for all USU programming.

The groups returned from the breakout rooms and summarized their discussions. Co-Chair Landeros said that Group 1 would be working on rewriting the mission statement and creating an inclusivity statement. Landeros said that more specifics and details for completing the goal would be discussed after Associate Director, Programs and Inclusion Freddie Sanchez returns from leave. As members of the USU Internal Diversity, Equity & Inclusion Work Team, subcommittee members Susser and Tapia would serve as liaisons between the two groups, and add the input of the USU work team in the rewriting the USU mission statement and the creation of the inclusivity statement. Assigned tasks included Chair Landeros compiling the list of contacts for the USU departments to meet with; Members Malchus and Diaz to set up the department meetings before the first week of the spring semester; and all subcommittee members to develop bullet points/statements/ideas to incorporate into the mission and inclusivity statements.

Chair Barboza summarized that Group 2 discussed its timeline for accomplishing the goal of the creation of the land acknowledgment and labor acknowledgment policies. The group planned to draft a policy by the March deadline and get feedback from the committee for approval of the policies by the April Board of Directors meeting. She said that they plan to set up a meeting with representatives from the Tatavian tribe to discuss the policy before the winter break. Members Marin de la Torre and Polanco were assigned the task of scheduling the meeting.

B. Accomplishing Goal #3

This discussion was postponed to the next committee meeting because of the lack of time remaining in the meeting and because several committee members had to leave the meeting.

C. Spring Semester Next Steps

Co-Chair Landeros said that Group 1 was able to come to a consensus in their breakout session about future committee meetings in spring 2021. The group's preference was to meet twice a month next semester. The other committee members discussed the options of meeting once per month, twice per month, or meeting once per month with the option for subcommittees to meet as needed outside of regular committee meetings. Chair Barboza and members Marin de la Torre and Polanco preferred meeting twice per month as well. Co-Chair Landeros said that meetings would be scheduled once all members finalize their spring semester schedules.

D. Mid-Year Committee Report

Chair Barboza said that every Board committee submits their Mid-Year Committee Reports to the Board. The reports include what the committee has been working on, the committee's accomplishments, goals, and other information that the members would like to share with the Board. She said that the entire committee should be involved in the creation of the report so that items to report don't get left out. Chair Barboza would send the document template to the committee members so that members could get an idea of what the report entails and could contribute items to

include in the report. She would provide submission deadlines so that the report would get shared by the January Board of Directors meeting.

IX. Announcements

None.

X. Adjournment

Co-Chair Landeros adjourned meeting at 12:32 p.m.

Respectfully Submitted by: