



**University Student Union  
California State University, Northridge  
Diversity and Inclusion Committee  
Minutes**

**Monday, February 22, 2021, 3:00pm – 4:30pm**

**Zoom Meeting ID: 886 6019 9571 Passcode: D&I**

**Link:** <https://csun.zoom.us/j/88660199571?pwd=MllDVUo4Z2dtWmlxazBLZUd4bU40Zz09>

*This meeting was 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**

Chair Barboza called the Diversity & Inclusion Committee meeting to order at 3:14pm.

**II. Land Acknowledgement**

Chair Barboza provided the following land acknowledgement: *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.*

**III. Roll Call**

Present	Absent	Staff	Guest(s)
Stephanie Barboza (Chair)*	Victor Polanco	Dr. Freddie Sánchez* (Executive Secretary)	
Andrew Diaz*	Dominique Silva		
Anaya Galves*			
H Landeros (Co-Chair)*			
Sophie Malchus*			
Nadia Marin de la Torre*			
Kyle Susser*			
Uriel Tapia*			

\*Participated in Zoom meeting.

**IV. Approval of Agenda**

M/S (S. Malchus/H.Landeros) Motion to approve Agenda for February 22, 2021.

M/S/P (H.Landeros/A. Diaz) Motion to amend agenda and include “Mission Statement Updates” as Discussion Item B and move current Discussion Item B, “Continuation of Goals & Breakout Rooms”, as Item C.

***Amendment Passed 7-0-0.***

M/S/P (K.Susser/S.Malchus) Motion to amend agenda to remove Approval of Minutes from December meeting.

***Amendment Passed 7-0-0.***

***Motion, as amended, passed 7-0-0.***

**V. Open Forum**

N/A

**VI. Chair’s Report**

Chair Barboza shared that it was great to see everyone and stated that committee members Silva and Polanco were not able to attend the meeting. Chair Barboza stated that she served as co-facilitator for the American Indian Cultural Welcome and is excited that the USU has created this space for the American Indian community to come together. She also shared that she was able to meet with Associated Students (A.S.) Chair of External Affairs Adriana Coronado to discuss the A.S. resolution for Land Acknowledgements. Chair Barboza stated that the USU D&I Committee is working on a policy on Land Acknowledgements that might have similar language as the A.S. Resolution.

**VII. Co-Chair’s Report**

Co-Chair Landeros provided personal updates and thanked committee members for reaching out to them. They also shared that the USU BOD met on February 15, 2021 and informed the committee that the USU BOD voted to increase funding for the Campus Store grants, which were initially approved by the USU BOD in November. They shared that Executive Director Hammond is working with Campus Store representatives to ensure that students get their awards, more students submitted a scholarship application than funding permitted which is why the BOD approved additional funding. Co-Chair Landeros also mentioned that over 700 students received a USU Care Package and response has been overwhelmingly positive.

**VIII. Action Items**

**A. Approval of Semester Schedule**

M/S/P (U.Tapia/A.Galves) Motion to Approve Spring 2021 D&I Committee Schedule:

- Monday, February 22, 2021 | 3:00pm – 4:30pm
- Monday, March 8, 2021 | 3:00pm – 4:30pm
- Monday, March 22, 2021 | 3:00pm – 4:30pm
- Monday, April 5, 2021 | 3:00pm – 4:30pm
- Monday, April 19, 2021 | 3:00pm – 4:30pm
- Monday, May 3, 2021 | 3:00pm - 4:30pm

Chair Barboza will email everyone the calendar invitation and the Zoom link for the meetings. If meeting conflicts with availability, let her or Co-chair Landeros know. Thus far two members will be leaving 30 minutes early due to class conflict and or prior commitments.

***Motion Passed 7-0-0.***

**IX. Discussion Items**

**A. Review Current Goals**

- i. Create a working group of USU staff and D&I committee members that will focus on rewriting the University Student Union's mission statement, and review/research the addition of an Inclusivity Statement for the organization. Recommendations from the working group should be ready to present in March 2021 to the D&I committee.
- ii. Develop a policy regarding the implementation and use of Land and Labor Acknowledgements in USU meetings and events to recommend to the D&I Committee by April 2021.
- iii. Research on/off-campus and virtual services that will support students in the USU that are currently not offered or need further enhancement Initial brainstorm of ideas will be shared by each committee member on February 1st. Final report will be collected in April 2021.

Chair Barboza asked committee to review goals and made recommendations to reconsider goals based on need and what the committee can realistically accomplish. She shared that the first goal should be separated into two goals, first goal focused on rewriting the mission statement and the second goal is on including a diversity, equity and inclusion statement. Chair Barboza stated that the second goal can remain as it is currently written and the third goal could be replaced since the USU is already doing a lot of great things for students (e.g., care packages, student scholarships, printing at Office Depot, etc.). She shared that Project Rebound sent a memo to Executive Director Hammond regarding the divestment of funds from CALPIA. She shared that if the D&I committee determines that they will include a follow-up goal that focuses on divesting funds from CALPIA, the D&I Committee will work collaboratively with the Finance Committee to provide recommendations for the way the USU will respond to the request. Committee members agreed that the third goal could be replaced with a new goal focused on the response to Project Rebound. Goals will be updated as an Action Item during the next meeting.

**B. Mission Statement Updates**

Executive Secretary Sánchez shared that the USU Internal Diversity, Equity & Inclusion Work Team has been meeting and moving forward with rewriting the Mission Statement. He reminded the committee that members, Susser and Tapia are both part of the work team. He shared with the committee that the work team timeline is in alignment with the D&I Committee goal. Lastly, he shared that the work team is looking at the Mission Statement through the Design Thinking Model structure and currently in the Inspiration phase of the design (Empathize and Define); learning about the USU, soliciting initial responses and identifying how to address updating the mission statement.

### **C. Continuation of Goals & Breakout Rooms**

Committee members separated into their individual breakout rooms:

Sub-committee 1: Chair Barboza, members Galves and Marin de la Torre

Chair Barboza mentioned that the group is finding structure and understand how to move forward in developing policy. The group reviewed an existing USU policy and looked at the structure of the document. The sub-committee shared that the language that will be used for the Land Acknowledgement was already approved by the Fernandeano Tataviam Band of Mission Indians in consultation with the American Indian Studies department so half of the work is done. The sub-committee will work to acquire the language A.S. is using since they have been working on their resolution since September. The sub-committee will be focusing on developing the policy to meet the goal by late April.

Sub-committee 2: Co-Chair Landeros, members Malchus, Tapia, Susser and Diaz

Co-Chair Landeros shared that the sub-committee worked on developing a working definition for Diversity, Equity and Inclusion in an effort to identify language for the inclusivity statement. The sub-committee drafted the following working brainstorm:

Diversity: Embracing the range of categories, no assumptions, different identities, intersectionality

Inclusivity: Promoting differences, who we are, privilege, access, accessibility

Equity: Some need more support, not all about equality, we all don't have the same starting point.

Co-Chair Landeros shared words they would like to see in the inclusivity statement:

Positive, celebrate, social well-being/mental wellbeing, collective differences, CULTURE (BOLD), setting the bar.

Both, Chair Barboza and Co-Chair Landeros shared how excited they were to move forward with the sub-committees and proud of the collective work being done by the committee.

### **X. Announcements**

- A. Chair Barboza reminder members to register for the "We are Power" conference provided by the Social Work department and student organization. The conference is free.
- B. Executive Secretary Sánchez reminded committee members to register for Dr. Cornel West.

### **XI. Adjournment**

Chair Barboza adjourned the meeting at 4:32pm.