

Minutes
DEI (Diversity, Equity and Inclusion) Committee Meeting
November 16, 2020 – 1:00 p.m.
Microsoft Teams (online video meeting)

Committee officers and members in attendance: Edna Yokum, Donna Oracion, Dina Jenks, Todd DeKay, Destinee Salayandia, Annemarie May, Nika Najafova, Stephanie Venegas, Griselda Aubert, James Edwards

Absent: Valerie Ibarra, J.T. Keith

- I. Leader, Edna Yokum called the meeting to order at 1:04 p.m.
- II. Changes to agenda: None at this time.
- III. Open Issues:
 - a. DEI Plan has been approved by Dr. Powell.
 - b. Sub-committee team leaders are as follows:
 - i. Student Team Leader: Nika Najafova
 - ii. Personnel Team Leader: Stephanie Venegas
 - iii. Environment Team Leader: Edna Yokum
 - c. There needs to be 5 people to a team. Need to have someone that will have a voice all across the campus. We need to celebrate what is going well on campus.
 - d. Perhaps we need to create handouts for those multicultural Holidays to support the mission and vision of this committee.
 - e. Last goal to discuss is data on assessment. Need to create baseline data so we can start to measure the impact of our efforts. Perhaps this could be Todd's project.
 - i. Baseline Data: Measuring this data could be amazing on a Power map. We can break it down more to get more impact. We can post on our website. There needs to be transparency of data.
 - f. Annemarie motions to approve the action plan. Todd seconds. Motion carries.
 - g. Institutional Goal Teams: How do we ask and coordinate to ask people on campus to be on these committees?
 - i. Suggestions: Annemarie suggests to stick to the list we used at the beginning of creating the DEI committee.
 - ii. Send email out for nominations to all of the campus. List what the mission is for each sub-committee. The timeline for this is 3 months. The sub-committee leaders can report back in February. At the end of 3 months, we should have an outcome and institutional goals. We will know who, what, when, why and how this will be carried out. Dr. Powell will be able to see the entire campus' input.
 - iii. Utilize the software Qualtrics where potential members can click on a link and they fill out a form to nominate others or self-nominate. Todd will set this up for memberships and orientation. Donna moves to approve the Teams Process. Annemarie seconds. Motion carries.
 - iv. Edna will work with Donna to get the questions for the nominations done by the end of this week.
- IV. New Issues: None at this time.
- V. Other Business: None at this time.
- VI. Next meeting is set for December 7, 2020 at 4:00 pm. We will work on the definition of Equity.
- VII. Meeting adjourned at 1:31 p.m. Todd made the motion to adjourn. James Edward seconds. Motions carries.