

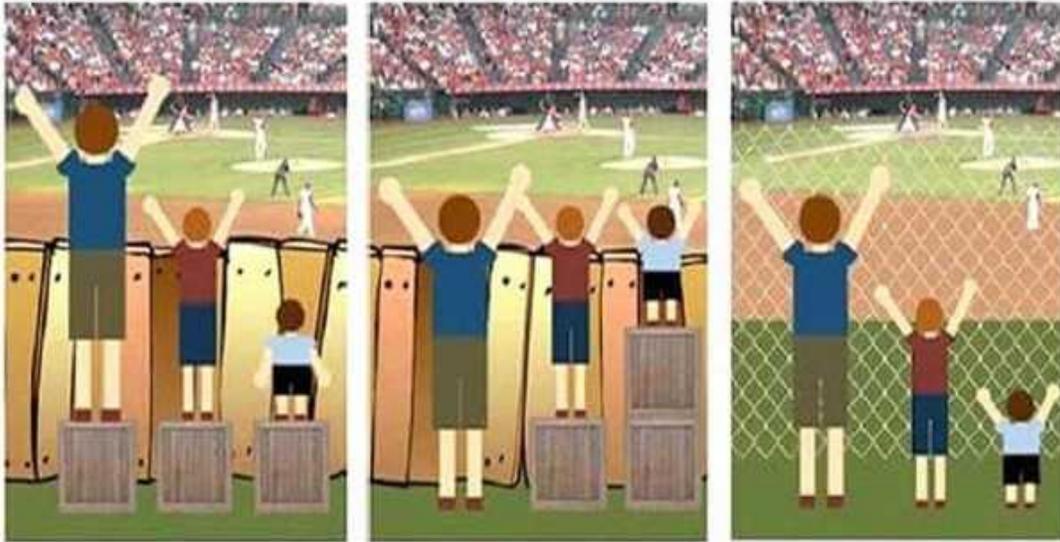
## Minutes

### **DEI (Diversity, Equity and Inclusion) Committee Plan/Charter Feedback Meeting November 2, 2020 – 4:00 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, J.T. Keith, Griselda Aubert

Absent: James Edwards, Valerie Ibarra

- I. Leader, Edna Yokum called the meeting to order at 4:06 p.m.
- II. No changes to the agenda
- III. Donna Oracion motioned to approve the minutes from previous meeting. Todd DeKay seconded the motion. Motion carries.
- IV. Open Issues:
  - a. Defining Diversity: Some committee members answered in the following manner:
    - i. Todd DeKay's definition is
    - ii. Edna asks the committee, "What is Diversity to us?"
      1. Annemarie May-All ethnicities, all people of different races
      2. Nika Najafova-It is a group of individuals from all backgrounds (racial, religious, different beliefs).
      3. Donna Oracion-embracing and welcoming of these people (mentioned above).
      4. Edna-our differences are choices and a celebration of us.
      5. J.T.- campus should be a feel safe zone where people can be who they are.
      6. Todd DeKay-People need the opportunity to explain themselves. Let them tell their stories.
  - b. Equality/Equity Images discussion: Two handouts were given which have images explaining the difference between Inequality, Equality, Equity and Justice. Handouts attached below. Some discussion was had on the images.
- V. New Issues:
  - a. Action item 1: Defining Equity: Todd Motions to accept and Annemarie seconds the motion. Motion carries.
  - b. DEI Action Plan approval-Edna attached a plan and it was briefly reviewed. Will call a meeting in two weeks to work in Team Groups in order to approve the plan.
    - i. Todd encourages committee to look into the DCI interactive map-Data for making arguments. He will map out students for Edna.
    - ii. Annemarie suggests to look into the blog: Powerful Women/A Mighty Girl
- VI. Adjournment at 5:07 pm. Donna O. moves to adjourn the meeting. J.T. seconds the motion.



**Inequality**  
 Unequal access to opportunities

**Equality?**  
 Evenly distributed tools and assistance

**Equity**  
 Custom tools that identify and address inequality

**Justice**  
 Fixing the system to offer equal access to both tools and opportunities

Source: @mancinelli in the 2019 Design in Tech Report