Kumeyaay Land Acknowledgement
For millennia, the Kumeyaay people have been a part of this land. This land has nourished, healed, protected and embraced them for many generations in a relationship of balance and harmony. As members of the San Diego State community we acknowledge this legacy. We promote this balance and harmony. We find inspiration from this land; the land of the Kumeyaay.

1. Welcome- Check-In and Introductions
2. Announcements-
3. Report- Thom Harpole- Director of Human Resources
4. Proposed Dates for Spring 2022- March 18, 2022, April 8, 2022 -Time will be the same: 10:00 am – 11:30 am
5. New Business
6. Adjourn

Resources-
Strategies and Practices for Hiring and Retaining Diverse Talent
(from CARL- Canadian Association of Research Libraries)

Hire for Diversity
- Form an inclusive hiring committee
- Provide EDI training, support, and resources for the committee.
  - Consider including an equity representative.
- Assess potential candidates in terms of EDI.
- Create an inclusive environment, conduct an inclusive interview and follow best practices.
- Follow up with candidates to provide feedback on the interview when possible.

Links
- [Think with Google: The power of difference: How to hire and retain diverse teams in brands and agencies](link)
- [University of California, Berkeley A Toolkit for Recruiting and Hiring a More Diverse Workforce](link)
- [EDUCAUSE A Checklist for Inclusive Hiring](link)
- [University of Texas, Austin Inclusive Search and Recruitment Toolkit](link)
- [RBC Diversity & Inclusion Blueprint 2020](link)
- [2018 RBC Employment Equity Report](link)
• IDEAL Diversity Hiring: 6 Steps To Hiring More Diverse Candidates
• Culture Plus Consulting Meaningful Metrics For Diversity And Inclusion
• ALA Recruiting for Diversity
• University of British Columbia Hiring checklist for diversity
• SPEC Kit 356: Diversity and Inclusion 2017
• Women in Science & Engineering Leadership institute Enhancing Department Climate: A Guide for Department Chairs
• Canadian Centre for Diversity & Inclusion Councils Toolkit for Diversity and Inclusion Practitioners
• University of Buffalo How to Hire Faculty: Inclusive Interviewing Best Practices
• ALA Inclusive Internship Initiative
• Kirwan Institute’s Implicit Bias Review