I. Kumeyaay Land Acknowledgement
   a. Welcome and Introduction
   b. Attendance: Gloria Rhodes, Nola Butler-Byrd, Esperanza Camargo, Thom Harpole, Emilio Ulloa, Jennifer Imazeki, Noemi Portillo, Roberto Hernandez, Aniesha Mitchell, Estella Chizhik, Bill Tong, Sweta Sarkar, Tiffany Dykstra-DeVette

II. Announcements
   a. Bank of America partnership – Latinx students interested in healthcare – Progresando en Salud
   b. Title V HSI grant focused on IV campus
   c. Diversity Celebration today – PSFA 3:30-4:00p
   d. Congratulations to Gloria Rhodes – awarded a Monty

III. Approval of Minutes from April 8, 2022, meeting - DEI Minutes_April8

IV. Department Diversity and Inclusion Plans discussion (documents links included in this email) -Dr. Jennifer Imazeki-Associate Vice President for Faculty and Staff Diversity
   a. Department Diversity and Inclusion Plans Link
      https://docs.google.com/spreadsheets/d/1aCfXdSouMZTWXD-DG1bbNG9FJHM0kwI2n_mQZDahBgQ/edit#gid=587787561
   b. Few plans with requirements missing – faculty training and resources, Philosophy is the only department that has not done the plan
   c. Nola: What is the enforcement mechanism? Won’t accept help?
   d. Philosophy: not requesting a line to hire, so may not immediately be compliant
   e. Roberto: Is there a way to symbolically or practically warn students that this department does not meet requirements for a diverse and inclusive learning environment (a footnote on all philosophy courses)
   f. Emilio: This could be a future enforcement measure
   g. Noemi: Students of color will look for this information and benefit from knowing
   h. Esperanza: But we have an obligation to enforce this and not rely on students to self-select out of philosophy courses, not make it a student issue
   i. Brainstorm of future stipulations to propose to the Senate:
      i. No new hiring lines for departments without approved plans
      ii. Posting public information – transparent status of diversity plans
      iii. Publicly announcing/reporting to Senate which departments are compliant
      iv. Not implementing the plan also has implications and need enforcement mechanisms in place
v. Leveraging bureaucracy – ask Dean/Provost to increase pressure
vi. Hold leadership in the department accountable & offer/require additional training
vii. Receivership - More oversight or leadership interventions in departments with problems
viii. Jennifer will present a status report to the Senate

j. Unanimous approval to send feedback to the departments

V. Diversity Plan Rubric Worksheet
https://docs.google.com/spreadsheets/d/1i0aVq_Czr-OoJGm4eU18xkm6BIBHO7HL/edit#gid=1044855142
a. Academic Affairs is also under review now - Academic Affairs -DEI Planning_041422(1)
b. Anyone who has comments on the plan, please send to Jennifer
c. Diversity and Inclusion Plans Evaluation Criteria: Additional Guidance Link
https://docs.google.com/document/d/1_8oALFZhkJmFRe4H9MTCKd-Hg_0sSGxtP4bpMXbFN0/edit

VI. RTP – Diversity Recommendations
a. Subcommittee made recommendations for the statement, but the proposal
b. The policy file says faculty should be responsive to diversity, but that has never been operationalized.
c. This intends to provide additional background
d. Will be voted on at the Tuesday Senate meeting
e. Oregon has examples of what diversity in teaching, service, and research should look like
f. Fairly broad, faculty are not required to show their commitment in all three areas, but need to demonstrate alignment with the department’s diversity plan
   i. Roberto: That may not work in our favor in the case when the diversity plan is too rigid/specific

VII. Old Business
a. DEI Membership Roster 2022-2023- please check for accuracy -link below
   DEI Roster (proposed 2022) (2)
b. Department Diversity and Inclusion Plans Link
c. New DEI Chair (AY 2022-2023) – Undecided
d. New Business - End of the Year Report

VIII. Adjourn

Thank you to everyone for all your support and work moving DEI discussions forward this year. It has been a pleasure serving as the CHAIR of the SDSU Senate Committee on Diversity, Equity, and Inclusion these past years, and I look forward to continuing this work on other platforms.

With Gratitude,

Gloria L. Rhodes