The San Diego State University Senate Committee on Diversity, Equity, And Inclusion (DEI) met ten times between August 2020 and July 2021. There were eight regularly scheduled and two special meetings planned for August 27, 2020, and July 13, 2021.

The DEI membership consists of representatives from each academic college, including the Library and representatives from diverse campus divisions including Enrollment Services, Center for Human Resources, Division of Student Affairs and Campus Diversity, Faculty Advancement and Student Success, Student Ability Success Center, Office of Employee Relations and Compliance and designee from the Office of the Provost and University Senate. The Senate approved two additional DEI permanent members to the roster this past year are the SDSU Tribal Liaison and SDSU Hispanic Serving Institution (HSI) Director. The student's voice is represented with an undergraduate and graduate student welcome to share their concerns and provide student perspectives in our discussions.

The SDSU Senate by-laws outlined the following areas of focus for the Committee on Diversity, Equity, and Inclusion. They include recruiting and retaining faculty, staff, and students and bridging diverse campus constituents to university administration. The committee addresses issues related to diversity, equality, outreach, and inclusion practices.

**AY 2020/21 Meeting dates:**

**Fall 2020** - First Friday of the month, from 10:00 am- 11:30 am.
- Special meeting: August 27, 2020
- September 4,
- October 2,
- November 6, and
- December 4.

**Spring 2021** - Second Tuesday of the month, from 2:00 pm-3:30 pm.
- February 9,
- March 9,
- April 13,
- May 11
- Special meeting: July 13, 2021

**ACCOMPLISHMENTS**

**Review Diversity Plans of SDSU Colleges and Non-Academic Units**

**College Diversity Plans** reviewed by DEI; fall 2020 were from, College of Arts and Letters, Fowler College of Business, College of Education, College of Engineering, College of Health and Human Services, SDSU Imperial Valley, Library, College of Professional Studies and Fine Arts and College of Sciences.

**Non-Academic Units Diversity Plans** reviewed were from SDSU Global Campus, Research, and Innovation Services (now Graduate and Research Affairs), University Relations and Development, Business and Financial Affairs, Athletics, Information Technology Division, The Associated Students of SDSU, and the Division of Student Affairs and Campus Diversity.
The DEI devoted our fall semester to reviewing Diversity plans submitted by the Colleges and Non-Academic Units in November 2020. The Chair of DEI selected teams of three from the membership roster. These teams reviewed plans based on criteria used by the College of Engineering during their grant process. Professor Mahasweta Sarkar presented the process to the committee. Plans were reviewed and notes were prepared to include points like a) Strength of plan, b. weaknesses (if any) of the plan, c) overall assessment about the plan, and d) any issues or concerns about the plan that were deemed important to bring forth to the committee.

**Review BIE Criteria for Tenure Track Searches**
Committee representatives also reviewed tenure-track applications using Building on Inclusive Excellence (BIE) criteria during Fall and Spring semesters for hiring searches across the university.
DEI reviewed 164 candidates for 40 searches through the BIE criteria.

**PRESENTATIONS**
**Invited Guest Speakers:**
Dr. Jennifer Imazeki, Associate Vice-President for Faculty and Staff Diversity - Discussed the Diversity Plans review process

**Diversity, Equity, and Inclusion Committee Members Presentations:**
Dr. Jacob Alvarado Waipuk, SDSU Tribal Liaison and Chris Medellin, Director of the Native Resource Center - Presentation on Smudging Ceremony - Discussed the cultural and spiritual significance of smudging in an information session before presenting the Resolution on Smudging for the vote
Dr. Luke Wood, Vice President, Student Affairs and Campus Diversity, Chief Diversity Officer - Addition of Senate to Diversity Planning
Dr. Stefan Hyman, Associate Vice-President for Enrollment Management - Pell Grants
Recipients - Enrollment management policies regarding Pell students
Erica Aros, Director of Student Ability Success Center - Supporting SDSU Students with Disabilities
Thom Harpole, Human Resources Director - Staff Diversity Report
Dr. Joanna Brooks, Associate Vice President for Faculty Advancement - Faculty Diversity Report

**Resolutions:**
- Resolution of the San Diego State University Senate to Allow Smudging on Campus
- San Diego State University Senate Resolution in Response to the Escalating Anti-Asian Hate in the United States
- SEC Resolution Condemning Anti-Semitism - Summer 2021

Respectfully submitted by the 2020-2021 Senate Committee on Diversity, Equity, and Inclusion. Members: Erica Aros, Heather Bendinelli, Matias Beverinotti, Joanna Brooks, Nola Butler-Byrd, Esperanza Camargo, Estella (Stella) Chizhik, Tiffany Dykstra-DeVette (Secretary), Thom Harpole, Lawson Hardrick (Summer 2021), Roberto Hernandez, Stefan Hyman, Jochen Kressler, Jose Preciado, Heriberto Vasquez Ramirez, Gloria Rhodes (Chair) Mahasweta (Sweta) Sarkar, Manal Swairjo, Jacob Alvarado Waipuk, Emilio Ulloa, J. Luke Wood