

Humboldt State University  
Task Force on Supporting an Inclusive and Diverse Community  
January 23, 2015  
2:00 – 4:00 pm CCR

Co-Chairs Mary Glenn and Kris Patzlaff

### **Members Present**

Kris Patzlaff, Mary Glen, Jayne McGuire, Joyce Lopes, Melissa Meiris, Stephen St. Onge, Susan Marshall, Vincent Feliz, Jennifer Eichstedt, Joice Chang, Naomi Waters, Tsolak "Mike" Kirakosyan, Admin support Taylor Marie Baker

### **Notes**

Survey questions were developed by Jennifer E. and distributed to Task Force members by email. These questions were presented at a Survey meeting with Lisa Castellino, and the co –Chairs of the other Task Forces and Noah Zerbe. The questions from each group will be compiled and be formatted into a usable survey. The Diversity and Inclusion Task Force will act as a pilot to see how well it works. Any feedback on the questions should be sent to Jennifer, who will forward to Lisa.

Before next week's ½ day retreat (January 28, 2015), read through the "SWOT" information and reread the ODI plan. Complete a "SWOT analysis" of the ODI plan using the SWOT handout as a basis, including as many "strengths," "weaknesses," "opportunities" and "threats" as you can. Add any additional/missing information, from feedback, other HSU D&I initiatives, etc. Bring these materials and all of your notes, etc. to the retreat.

### **Defining Diversity and Inclusion:**

Agreements to set a baseline for conversation

- Inequality of outcomes on campus
- Inequality of treatment/ experiences on campus
- Definitions have extreme importance
- Honor confidentiality
- If it's yours, own it

Examples of diversity/ inclusion definitions were handed out and small groups were formed to come up with (3) HSU definitions of diversity and inclusion on a spectrum (individually focused vs. institutionally focused). Based on similarities and agreed upon verbiage, Melissa Meiris and Jennifer Eichstedt will create (1) definition and email it out to the group no later than Monday 5:00 pm.

Complete the latest Doodle poll ASAP re: 3<sup>rd</sup> ½ day retreat.

**February 13, 2015 – All-University Open Forum: Hosts and all DITF members needed.**