



**DIVERSITY AND INCLUSION COMMITTEE  
MINUTES  
MONDAY, MARCH 2, 2020; 12:30PM – 2:30PM  
USU CONFERENCE ROOM**

**I. Call to Order**

Chair Contreras called meeting to order at 12:37pm.

**II. Roll Call**

Present	Absent	Staff	Guest(s)
Melanie Álvarez Rojas (Co-Chair)	Shaileen Martínez	Freddie Sánchez (Executive Secretary)	Daniela Barcenas
Matthew Contreras (Chair)			Dr. Tracy Buenavista
Yesenia Mateo			Shiva Parsa
Alexandra Meza			Madison Villanueva
Denise Nguyen			

**III. Approval of Agenda**

M/S (A. Meza/D.Nguyen) Motion to approve agenda for Monday, March 2, 2020.

M/S/P (D.Nguyen /M. Álvarez Rojas) Motion to fix date on Agenda.

*Amendment to the motion passed 4-0-0.*

*Amended motion passed 4-0-0.*

**IV. Approval of Committee Minutes**

M/S/P (D.Nguyen/A. Meza) Motion to approve meeting minutes for February 3, 2020.

*Motion Passed (4-0-0).*

**V. Chair's Report**

- A. Chair Contreras welcomed everyone to the committee meeting and asked everyone to introduce themselves prior to starting his report. He welcomed new committee member, Yesenia Mateo to the committee and also acknowledged DREAM Center guests. Chair Contreras shared that over the last month, he held interviews for new committee members and Yesenia would be joining the committee. He shared he was excited to hear the DREAM Center presentation later during the meeting and excited for the dialogue.

**VI. Action Items**

- A. **Amend Research Goal**

M/S/P (M. Álvarez Rojas/ D. Nguyen) Motion to modify dates on Diversity and Inclusion Committee Goal 1 “Research on/off-campus services that will support students in the USU that are currently not offered or need further enhancement in the USU. Initial brainstorm of ideas will be shared by each committee member on December 9<sup>th</sup>. Final report will be collected in March 2020” to the following:

*“Research on/off-campus services that will support students in the USU that are currently not offered or need further enhancement in the USU. Initial brainstorm of ideas will be shared by each committee member on December 9<sup>th</sup>. Final report will be collected during the April 6<sup>th</sup> meeting and committee presentations will be conducted on April 27, 2020.”*

*Motion passed (4-0-0).*

## **VII. Discussion Items**

### **A. Committee Research**

Co-chair Álvarez Rojas reminded everyone about the email she sent with the memo Chair Contreras and Co-Chair Álvarez Rojas compiled after their meetings with various organizations. She reminded everyone that something similar should be compiled and presented in April regarding the research committee members are working on. Chair Contreras asked committee members to follow-up with him if they had questions regarding their research and reminded everyone that committee member Nguyen shared her report with the committee and reminded them to use it as an example.

### **B. New Committee Member**

Committee Member Mateo introduced herself and shared she was excited to be part of the committee. She’s an upper division student majoring in Urban Studies and Planning and is involved on campus as an orientation leader and works for the Institute for Sustainability. She looks forward to working alongside the committee. Committee members welcomed her to the committee.

### **C. EOP DREAM Center (Time Certain 1:00pm)**

- i. Dr. Tracy Buenavista, Daniela Barcenas and Madison Villanueva conducted the initial presentation and shared with the committee important information about the DREAM Center. Dr. Tracy Buenavista shared with the committee how the DREAM Center is grounded on retention theories and is a Student-Initiated Retention Project (SIRP). Dr. Buenavista provided historical context about how the DREAM Center was initiated and expressed her gratitude for Dreams to be Heard, a CSUN undocumented student organization. Daniela and Madison shared information about the DREAM Center, including its programs and services. Attached is the PowerPoint presentation.
- ii. Shiva Parsa shared how EOP has considered the best possible home for the DREAM Center and is asking for the USU to take on the operations of the DREAM Center. Not because EOP doesn’t want to administratively support, but because it is the best option to support CSUN students. Shiva provided background information about the DREAM Center and shared that when the DREAM Center first began, then Director of EOP, José Luis Vargas, submitted a Campus Quality Fee and determined EOP was the best place to house the DREAM Center. In 2016, EOP secured the DREAM Center Coordinator position (Director position) under their operational budget because of the national climate and wanted to ensure that

at least the position would continue, regardless of funding from CQF. Shiva shared that EOP is committed to providing the USU \$50,000 in funding through a Memorandum of Understanding (MOU). The money will be revisited yearly. She is supportive of the move and shared that the DREAM Center would be similar to the VRC and Pride Center, all housed in the USU. Shiva stated that she wanted to be clear that EOP was not trying to get rid of the DREAM Center, instead is looking at what is best for students and this move seems logically and the best move possible.

iii. Committee members asked the following questions:

a. Can you please explain more about the MOU?

i. Shiva explained that an MOU would be an agreement between EOP and the USU that would be revisited yearly. EOP would guarantee \$50,000 of their funding to support the operations of the DREAM Center and would be unrestricted- the USU can use it as they see fit to support the operations of the DREAM Center. This money will be complementary to the money received from Campus Quality Fee (CQF). She shared that a few weeks ago, she had a meeting with USU Executive Director, Debra Hammond, Vice President for Student Affairs and Dean of Students, Dr. William Watkins, Associate Vice President, Campus Life, Dr. Shelley Ruelas-Bischoff, Provost Dr. Marybeth Walker, and Diversity & Inclusion Committee Executive Secretary, Freddie Sanchez and discussed EOP's contribution to this move. She also shared that EOP has several MOUs across the campus, including the Career Center, University Counseling Center, Financial Aid and the Learning Resource Center, this MOU wouldn't be any different.

b. Where would other funds come from? Would this be cost neutral to the USU?

i. Shiva shared that the majority of the funding to operate the DREAM Center is currently done with support from Campus Quality Fee which funds over \$200,000 to operate the Center. There is one position funded through EOP, the rest is through Campus Quality Fee. She shared that between both funding sources, the DREAM Center will be cost neutral to the USU. She shared that if CQF would decrease funding for the DREAM Center, EOP wouldn't be able to continue operating the DREAM Center, which would also be the case for the USU.

c. How does the USU secure funding that isn't dependent on an annual basis?

i. Shiva shared that the campus should be having that conversation on how funding can stay secure. She conducted an assessment of CSU Dream Centers and identified that more than 60% of centers are operated by campus funding.

d. What has been the most successful aspect of having peer mentors in the DREAM Center?

i. Interns serve as peer mentors. They are the primary help to students and guests. They help facilitate financial aid questions, grad school applications and any other questions that come through phone calls or the front desk. Interns help students navigate the institution and provide a safe space for students with similar backgrounds.

e. What are some programs that you are not able to do right now but would be possible with the move to the USU?

- i. The Graduate Education Immersion Program (GEIP) has been growing and moving to the USU will help with its growth. We will strategize on how to best move forward. Possibly serve alumni, scale up the program, open it to other students as a USU project.
  - ii. Increase a sense of belonging for students. They currently know they are housed in the USU but not operated by the USU, this move will allow them to feel part of the USU. Students felt disconnected from EOP because of the distance.
  - iii. Increase professional development opportunities for staff members. The USU has great track record of developing students professionally.
  - iv. The USU has their own Human Resources department and would make hiring of students easier and faster.
- iv. Committee members shared that based on what they heard it seems like a logical move. The incorporation and support the USU can provide would be great. It will provide more visibility for students and ultimately, it was already planned to be part of the new construction but now, it will be operated by the USU. Shiva and the DREAM Center staff informed the committee that if they had any questions, they should reach out to them over the course of the month. Chair Contreras encouraged committee members to do some research, speak with students and become informed about the DREAM Center and this move and shared that it will become an action item to take a vote at the next committee that will then move to the BOD. Chair Contreras will be helping to develop an Option Memo about the DREAM Center that will be discussed during the Action item at the next meeting.

#### VIII. Adjournment

- A. Chair Contreras adjourned meeting at 2:18pm.

Respectfully Submitted by

Freddie Sanchez  
Executive Secretary