

Tuesday, August 31, 2021, 3:00pm, Virtual Meeting ID: 828 2073 0017

Chair Monty Mola called the meeting to order at 3:05pm on Tuesday, August 31, 2021, via Zoom; a quorum was present.

Members Present

Aghasaleh, Anderson, Bell, Burkhalter, Cannon, Capps, Doyle, Finley, Gonzalez, Graham, McGuire, Meriwether, Miller, Mola, Moyer, Ndura, Pachmayer, Parker, Roohparvar, Schnurer, Teale, Thobaben, White, Wilson, Woglom, Wrenn, Wynn

Members Absent

Jackson, Thobaben

Guests

Simone Aloisio, Mike Le, Meridith Oram, Sherie Gordon, Carmen Bustos-Works, Shawna Young, Bella Gray, Stephen St. Onge, Lauren Lynch, Eboni Turnbow, Shelia Rockar-Heppe, Kumi Watanabe-Schock

Announcement of Proxies

It was noted there were no proxies assigned for this meeting

Approval of and Adoption of Agenda

M/S (McGuire/Schnurer) to move the agenda

The agenda as was approved unanimously

Approval of Minutes from the April 27, 2021 Meeting and Record of the May 11, 2021 Forum

M/S (Wynn/Wrenn) to approve the April 27, 2021 Meeting and Record of the May 11, 2021 Forum

Motion approved unanimously

Reports, Announcements, and Communications of the Chair

- Written report attached

In addition to the written report, Chair Mola explained the first meeting of the year will be a workshop hosted by Dr. Ndura, AVP of the Office of Diversity and Inclusion and Campus Diversity Officer, in order to frame the Senate year.

Reports of Standing Committees, Statewide Senators, and Ex-officio Members

M/S (Schnurer/McGuire) to accept reports as read

Motion approved unanimously

Workshop: Illuminating Common Ground Through Cross-Cultural Conversations

- **Dr. Elavie Ndura AVP for Diversity, Equity, & Inclusion and Campus Diversity Officer**

The Senate moved to Executive Session in order to take part in the workshop; minutes were not recorded for this portion of the meeting. After the meeting, Dr. Ndura shared the attached resources.

M/S (Woglom/Burkhalter) motion to adjourn

Meeting adjourned at 5:00 pm

Meeting Chat Record:

15:00:57 From Cyril to Everyone:

Happy Fall Semester Everyone!

15:01:32 From __Maxwell (he/his) to Mary Watson(Direct Message):

Are you going to lock the chat?

15:09:49 From Lisa Bond-Maupin to Mary Watson(Direct Message):

We had this problem earlier in a meeting. I don't believe we will see it as she advances slides in this mode. I may be wrong.

15:10:09 From Mary Watson to Lisa Bond-Maupin(Direct Message):

I have no idea what to do about this...

15:10:22 From Lisa Bond-Maupin to Mary Watson(Direct Message):

She needs to stop sharing, put it in display mode and then share

15:10:40 From Lisa Bond-Maupin to Mary Watson(Direct Message):

She thinks we are seeing second slide

15:10:42 From Mary Watson to Lisa Bond-Maupin(Direct Message):

Thank you

15:10:51 From __Shahrooz Roohparvar to Mary Watson(Direct Message):

were the slides supposed to change?

15:12:00 From Mary Watson to Lisa Bond-Maupin(Direct Message):

THANK YOU

15:12:09 From Lisa Bond-Maupin to Mary Watson(Direct Message):

In it togethert

15:12:21 From Mary Watson to Everyone:

<https://forms.gle/ZBpC9AHy6dWZKPPQ8>

15:12:48 From __Chelsea to Mary Watson(Direct Message):

stressed

15:13:00 From Meridith (she/her) to Mary Watson(Direct Message):

This is the same form as slide 7.

15:13:04 From Lisa Bond-Maupin to Mary Watson(Direct Message):

This might be the wrong form...

15:13:08 From Meridith (she/her) to Mary Watson(Direct Message):

I don't think we have a form for slide 2

15:13:15 From __Chelsea to Mary Watson(Direct Message):

ah, I clicked on it but it didn't open right away, there's a delay

15:13:15 From __Jim Graham (he/him/el) to Mary Watson(Direct Message):

The form says "Please share what you hope to take away..."

15:13:17 From __Kimberly N. White (she/her/hers) to Mary Watson(Direct Message):

Are we sharing one word?

15:13:24 From Meridith (she/her) to Mary Watson(Direct Message):

Can we open the chat for this one?

15:13:24 From __Debbie to Mary Watson(Direct Message):

I can not open the doc

15:13:30 From Meridith (she/her) to Mary Watson(Direct Message):

It first said chat on the slide.

15:13:52 From Mary Watson to Everyone:

Chat should be open for all now!

15:13:54 From __Shahrooz Roohparvar to Everyone:

excited

15:13:56 From _Kailyn Doyle_Humboldt State (she/her) to Everyone:

hopeful

15:13:57 From __Jim Graham (he/him/el) to Everyone:

Hope

15:13:57 From __Jayne (she/her) McGuire to Everyone:

thankful

15:13:57 From __Kimberly N. White (she/her/hers) to Everyone:

Hopeful

15:13:58 From Lisa Bond-Maupin to Everyone:

Excited

15:13:58 From __Maxwell (he/his) to Everyone:

Motivated

15:14:01 From __Debbie to Everyone:

hopeful

15:14:02 From __Cindy Moyer-Music (she/her) to Everyone:

hopeful

15:14:02 From _Arlene Wynn (she/her) to Everyone:

hopeful-curious

15:14:04 From __George Wrenn (Humboldt) to Everyone:

Good

15:14:04 From __Loren Cannon (he) to Everyone:

Ready

15:14:05 From __Tim Miller (he, him, his) to Everyone:

hopeful

15:14:06 From Lauren Lynch to Everyone:

Curious

15:14:06 From Monty Mola - Physics & Astronomy (he/him) to Everyone:

Hopeful

15:14:12 From __Ramona Bell to Everyone:

curious

15:14:13 From _Tyler Bradbury to Everyone:

curious

15:14:26 From _Jenn Capps (she/her) to Everyone:

Cautiously optimistic

15:14:29 From Meridith (she/her) to Mary Watson(Direct Message):

I'll have the other forms ready.

15:14:32 From Kumi (she/her) Watanabe-Schock to Everyone:

grateful

15:14:38 From __Chelsea to Mary Watson(Direct Message):

stressed

15:14:38 From Dr. Jason L. Meriwether to Everyone:

Hopeful

15:14:49 From Mary Watson to Meridith (she/her)(Direct Message):

Thanks, yeah. We only had prepared for four

15:14:57 From Meridith (she/her) to Everyone:

open

15:15:29 From Mary Watson to Meridith (she/her)(Direct Message):

And I'll take care of the break out rooms; thank you

15:18:49 From _Arlene Wynn (she/her) to Mary Watson(Direct Message):

is it possible to ask everyone to have their screens/videos on?

15:20:02 From Mary Watson to _Arlene Wynn (she/her)(Direct Message):

I wouldn't feel comfortable asking that--some folks will most likely not want to. I also don't want to surprise Dr. Ndura with this advice right now. But thank you for the thought!

15:21:14 From Meridith (she/her) to Everyone:

Form 1 - Your Desired Outcomes:

Humboldt State University
University Senate Meeting Minutes
21/22:1 08/31/2021

<https://docs.google.com/forms/d/1mCjYGbKIBE3yZafhSsXZSpQ0MiDwBmXr06VSGldQYzk/edit?usp=sharing>

15:21:18 From Meridith (she/her) to Everyone:

Form 1 - Your Desired Outcomes:

<https://docs.google.com/forms/d/1mCjYGbKIBE3yZafhSsXZSpQ0MiDwBmXr06VSGldQYzk/edit?usp=sharing>

15:21:37 From Meridith (she/her) to Everyone:

Form 1 - Your Desired Outcomes:

<https://docs.google.com/forms/d/1mCjYGbKIBE3yZafhSsXZSpQ0MiDwBmXr06VSGldQYzk/edit?usp=sharing>

15:21:51 From __Shahrooz Roohparvar to Mary Watson(Direct Message):

try putting the only the link in a chat

15:21:59 From __Loren Cannon (he) to Mary Watson(Direct Message):

It is working for me on the old link

15:21:59 From __Jim Graham (he/him/el) to Mary Watson(Direct Message):

Worked for me.

15:22:01 From __Kimberly N. White (she/her/hers) to Everyone:

Mine worked.

15:22:18 From Meridith (she/her) to Everyone:

<https://docs.google.com/forms/d/1mCjYGbKIBE3yZafhSsXZSpQ0MiDwBmXr06VSGldQYzk/edit?usp=sharing>

15:23:05 From __James Woglom to Mary Watson(Direct Message):

Hey bud! Could you send me the old link

15:23:06 From __Ramona Bell to Mary Watson(Direct Message):

says "can't reach this page"

15:23:15 From __James Woglom to Mary Watson(Direct Message):

Its not letting me in

15:23:33 From Mary Watson to Everyone:

<https://forms.gle/XpT3FsoDxUkrBRRK6>

15:23:47 From __James Woglom to Mary Watson(Direct Message):

That worked, you are the best

15:24:06 From __Maxwell (he/his) to Mary Watson(Direct Message):

We can see the responses. Works fine for me.

15:27:13 From Mary Watson to __James Woglom(Direct Message):

No, u! :) (Thanks)

15:46:52 From Meridith (she/her) to Everyone:

Instructions: working individually for 5 minutes, create your cultural identity web. Deepen your understanding of ways in which your cultural identity shapes your lived experiences by responding to the following questions:

How do you identify yourself culturally and ethnically/racially?

How has your socio-cultural identity shaped your life journey and colored the lenses through which you view others and the world?

List 2-3 behaviors and/or actions that are rooted in your primary socio-cultural identity (nationality/race/ethnicity/gender, etc.).

How does your primary identity shape your perspectives on the lived experiences of "others"?

15:54:34 From Mary Watson to Meridith (she/her)(Direct Message):

Odd number, so we'll need you

15:55:02 From Meridith (she/her) to Mary Watson(Direct Message):

ok

15:55:17 From Mary Watson to Meridith (she/her)(Direct Message):

Actually, nevermind. I'm looking at the list and it works out now

15:55:33 From Meridith (she/her) to Mary Watson(Direct Message):

ok

15:57:04 From Meridith (she/her) to Everyone:

Practice: Connect with Others

Instructions:. In groups of 2 or 3, take 3 minutes each, uninterrupted, to share your cultural identity web. Use mindful inquiry to deepen your understanding of how your colleagues' cultural identities shaped their lived experiences. The person who was born earlier in the birth year will start sharing.

(Speaker A shares-Listener Inquires-Listener shares-Speaker A inquires)

15:57:16 From Meridith (she/her) to Everyone:

The Art of Mindful Inquiry Sentence Starters:

"What I heard you say was..."

"Tell me more about what you meant by..."

"What angered you about what happened?"

"What hurt you about what happened?"

"What's familiar about what happened?"

"How did that affect you?"

"How does it affect you now?"

"What do you need/want?"

15:57:45 From Meridith (she/her) to Mary Watson(Direct Message):

So I am going now, yes?

16:06:47 From __Kimberly N. White (she/her/hers) to Everyone:

Us too

16:09:55 From __Debbie to Mary Watson(Direct Message):

I was with Rouhollah

16:18:22 From Steve St. Onge, Ph.D. to Everyone:

you did great Mary, tough role

16:28:32 From Mary Watson to Steve St. Onge, Ph.D.(Direct Message):

I appreciate you saying so Steve

16:34:24 From Meridith (she/her) to Mary Watson(Direct Message):

Assumptions: Practice Mindful Inquiry

Instructions: Working in pairs, take 3 minutes each, uninterrupted, to share your responses to the following prompts. Use mindful inquiry to deepen your understanding of your colleague's lived experiences. The person with the shortest hair will start sharing.

(Speaker A shares-Listener Inquires-Listener shares-Speaker A inquires)

1. As a _____, what is one assumption that others have made about you as a person and/or professional?

2. When others look at you and make assumptions based solely on what they see, what do they miss or overlook?

3. How have assumptions made about you impacted your experience at HSU and/or in the broader community?

4. What do you need or want others to do to see the 'real you'?

5. What do you wish they could see?

16:36:47 From Mary Watson to Everyone:

Assumptions: Practice Mindful Inquiry

Instructions: Working in pairs, take 3 minutes each, uninterrupted, to share your responses to the following prompts. Use mindful inquiry to deepen your understanding of your colleague's lived experiences. The person with the shortest hair will start sharing.

(Speaker A shares-Listener Inquires-Listener shares-Speaker A inquires)

1. As a _____, what is one assumption that others have made about you as a person and/or professional?

2. When others look at you and make assumptions based solely on what they see, what

do they miss or overlook?

3. How have assumptions made about you impacted your experience at HSU and/or in the broader community?

4. What do you need or want others to do to see the 'real you'?

5. What do you wish they could see?

16:37:39 From Mary Watson to __Rouhollah Aghasaleh(Direct Message):

Assumptions: Practice Mindful Inquiry

Instructions: Working in pairs, take 3 minutes each, uninterrupted, to share your responses to the following prompts. Use mindful inquiry to deepen your understanding of your colleague's lived experiences. The person with the shortest hair will start sharing.

(Speaker A shares-Listener Inquires-Listener shares-Speaker A inquires)

1. As a _____, what is one assumption that others have made about you as a person and/or professional?

2. When others look at you and make assumptions based solely on what they see, what do they miss or overlook?

3. How have assumptions made about you impacted your experience at HSU and/or in the broader community?

4. What do you need or want others to do to see the 'real you'?

5. What do you wish they could see?

16:49:09 From Meridith (she/her) to Mary Watson(Direct Message):

If you open the chat, I'll put them in.

16:49:18 From Mary Watson to Meridith (she/her)(Direct Message):

Open now

16:49:44 From Mary Watson to Meridith (she/her)(Direct Message):

The chat is open, I mean

16:49:47 From Meridith (she/her) to Everyone:

What's good and what's hard talking about diversity issues?

16:50:00 From Meridith (she/her) to Everyone:

What do you think is the resistance or fear to talk about diversity issues?

16:50:28 From Meridith (she/her) to Everyone:

What do you think it will take for you to feel safe, understood, and believed and for real change to take place?

16:59:35 From __Cindy Moyer-Music (she/her) to Everyone:

growth

16:59:38 From _Arlene Wynn (she/her) to Everyone:

Positive progresss

16:59:41 From __Jim Graham (he/him/el) to Everyone:

Change

16:59:42 From Steve St. Onge, Ph.D. to Everyone:

open communication

16:59:42 From Monty Mola - Physics & Astronomy (he/him) to Everyone:

inclusive productivity

16:59:44 From __Loren Cannon (he) to Everyone:

justice

16:59:44 From _Kailyn Doyle_Humboldt State (she/her) to Everyone:

preogress

16:59:45 From Meridith (she/her) to Everyone:

Listening to understand

16:59:51 From __Jill Anderson (she/her/hers) to Everyone:

authentic engagement

16:59:51 From __Shahrooz Roohparvar to Everyone:

equity

16:59:55 From __Ramona Bell to Everyone:

support

16:59:56 From __Maxwell (he/his) to Everyone:

accountable communities

16:59:59 From Kumi (she/her) Watanabe-Schock to Everyone:

cultural humility and empathy

16:59:59 From Meridith (she/her) to Everyone:

Connection

17:00:02 From __James Woglom to Everyone:

Helping each other and caring for each other

17:00:04 From __Debbie to Everyone:

growth and compassing

17:00:06 From __Kimberly N. White (she/her/hers) Chemistry to Everyone:

growth

17:00:09 From __Stephanie Burkhalter (she/they) to Everyone:

understanding

17:00:11 From __Ramona Bell to Everyone:

Care

17:00:14 From Mary Watson to Everyone:

Empathy

17:00:19 From __Kimberly N. White (she/her/hers) Chemistry to Everyone:

empathy

17:00:20 From Mike Le (He/Him) to Everyone:

Inclusion

17:00:21 From __Tim Miller (he, him, his) to Everyone:

Sharing the work to change

17:01:15 From __Stephanie Burkhalter (she/they) to Everyone:

It was fun getting to know people on a deeper level.

17:01:55 From __Jayne (she/her) McGuire to Everyone:

I really enjoyed getting to know people on a 1;1

17:02:05 From __Jim Graham (he/him/el) to Everyone:

Thank you!

17:02:06 From __Tim Miller (he, him, his) to Everyone:

Thank you Dr Ndura!

17:02:11 From __Ramona Bell to Everyone:

Thanks Dr. Ndura

9 Healthy Ways to Communicate

1. **Reflect** back what is being said. Use their words, not yours.
 2. **Begin where they are**, not where you want them to be.
 3. **Be curious and open** to what they are trying to say.
 4. **Notice** what they are saying and what they are not.
 5. Emotionally **relate** to how they are feeling. **Nurture** the **relationship**.
 6. Notice how you are feeling. **Be honest** and **authentic**.
 7. **Take responsibility** for your part in the conflict or misunderstanding.
 8. Try to understand how **their past** affects who they are and how those experiences affect their relationship with you.
 9. Stay with the **process** and the **relationship**, not just the solution.
-

The Art of Mindful Inquiry

ASK QUESTIONS: AS A-----

“What I **heard** you say was...”

“**Tell me more** about what you meant by...”

“What **angered** you about what happened?”

“What **hurt** you about what happened?”

“What’s **familiar** about what happened?”

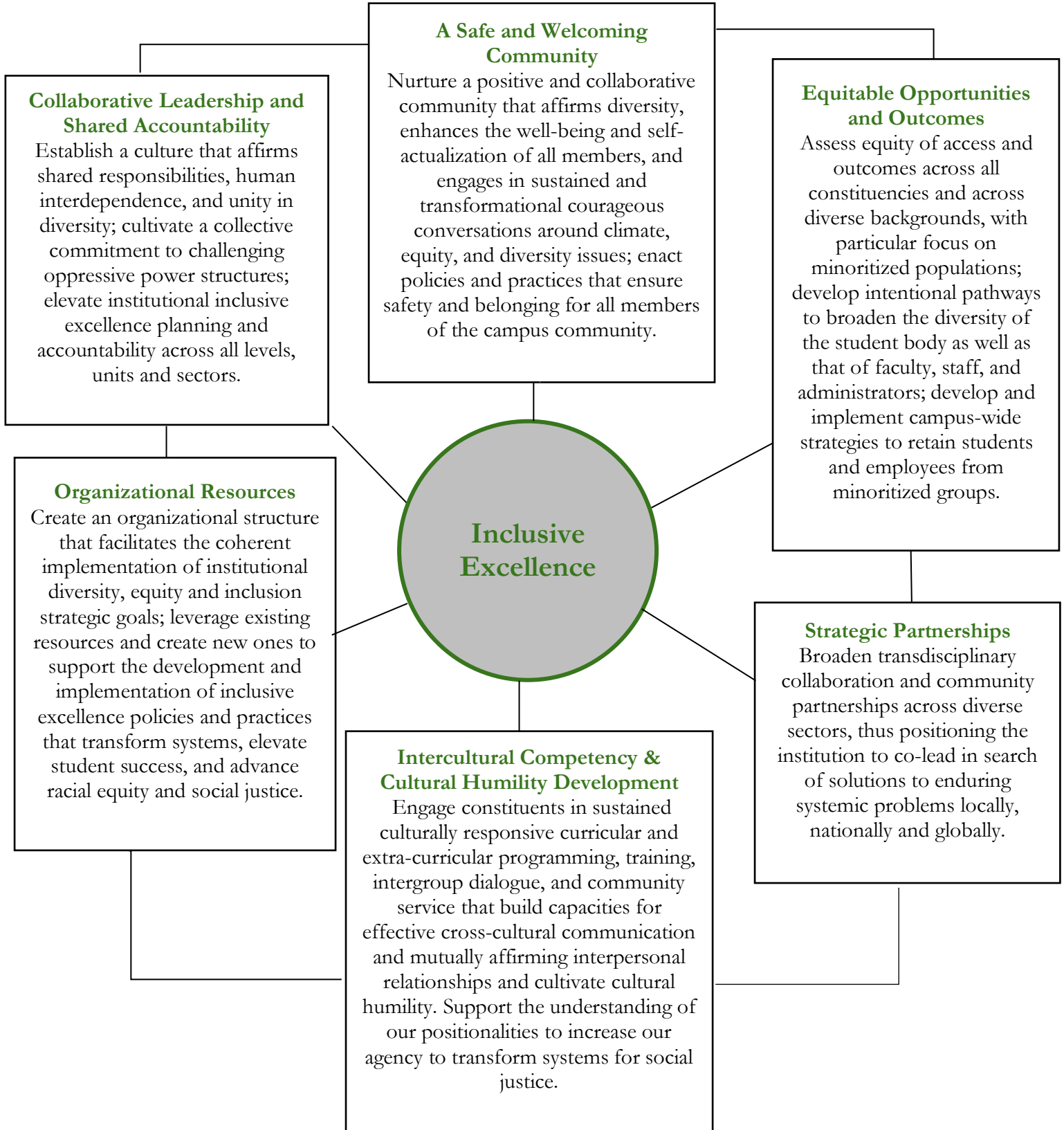
“How did that **affect** you?”

“How does it **affect you now**?”

“What do you **need/want**?”

----(*Stirfry Seminars & Consulting, 2011*)

Inclusive Excellence Framework



Listen

Collaborate

Transform

Principles of Community for Inclusive Excellence

Humboldt State University (HSU) is a diverse Hispanic-Serving Institution (HSI) and a Minority-Serving Institution (MSI). HSU is a multicultural community that is committed to improving the human condition and the environment by dismantling systems of oppression so that we all have what we need to thrive. We come from a multitude of backgrounds and experiences which shape our identities, perspectives, and life journeys. Individually and collectively, we recognize that to create an affirming and intellectually vibrant community that supports everyone's safety, success and well-being, we must understand and value our individual differences, common ground, and positionality in, and history of the systems in which we navigate. Accountability for results, belonging, compassionate collaboration, confidentiality, cultural humility, integrity, ongoing learning, respect, service, and social justice are the Principles of Community that animate this commitment. These principles of community anchor our unifying institutional vision of inclusive excellence.

We recognize that each of us has an obligation to the HSU community which is now ours to call home, and to contribute to its sustainability. We strive to build and maintain a culture and climate based on these principles of community when engaging with one another, working together to foster healing whenever necessary, and acting on behalf of HSU.

Accountability

We are accountable for our own engagement and results. Accountability means more than just doing our job. It includes an obligation to make ourselves and our policies and practices better, to pursue inclusive excellence, and to engage in ways that further HSU's purpose and vision. Being accountable means that we are self-reflective and answerable for our actions and the actions of our teams.

Belonging

We welcome, value, and affirm all members of our community, including their various abilities, contributions, ideas, intersectional identities, skills, and talents. We create and nurture environments that support the safety, well-being, and belonging of all community members, with particular focus on minoritized groups.

Compassionate Collaboration

We genuinely broaden our understanding of others' experiences and life journeys, and build rapport grounded in mutual trust and respect. We co-create positive environments necessary for our integrated work to flourish and support the purpose and vision of HSU. We listen and prioritize the voices of minoritized community members to drive the change for how to best meet the identified historical and contemporary needs of these groups and build resilient communities.

Care and Confidentiality

We believe that care of the individual and the community is everyone's responsibility. We strive to earn and maintain each other's trust in our personal and professional lives. We listen with compassion, support individual and collective growth, see all of us as a work in progress, and keep confidential information entrusted with us whenever necessary.

Cultural Humility

We strive to grow in our cultural humility and adopt the four principles first brought forth by Drs. Melanie Tervalon and Jann Murray Garcia. *First, to critically self-reflect and be lifelong learners; second, to recognize and mitigate inherent power imbalances; third, to create mutually beneficial non-paternalistic relationships with community members, highlighting the expertise that resides in the community, outside the university; and fourth, to have institutional accountability and alignment.*

Integrity

We act ethically, honestly, and with trust in all our interactions. We believe that conflict is an opportunity for growth and aim to fulfill HSU's purpose without causing harm. When harm is caused, we see repair work as an occasion to deepen our understanding of each other and grow stronger individually, as an institution and as a community. We are accountable for our inactions and actions.

Ongoing Learning

We engage in the continuous improvement of personal and professional skills which support the development of our full potential as individuals, teams, and as a University community. We are eager to learn – and to share our knowledge and experience with one another. We foster a culture of continuous learning and quality improvement which will have a direct and positive impact on our ultimate success.

Respect

We honor and affirm the dignity inherent in all of us and in all beings and we strive to maintain a climate of equity and justice demonstrated by respect for one another. We are committed to freedom of expression, critical discourse, and the advancement of knowledge. We strive to overcome historical and divisive biases in our community and society.

Service

We are responsible, individually and collectively, to give of our time, talents, and resources to promote the well-being of each other and the development of our local, regional, and global communities and broader society. Support the understanding of our positionalities to increase our agency to transform systems for social justice.

Social Justice

We have the right to be treated and the responsibility to treat others with fairness, equity and respect, the duty to challenge prejudice and discrimination, and to uphold the laws, policies and procedures that promote healing and justice in all respects.