

CALIFORNIA STATE UNIVERSITY, EAST BAY  
FACULTY DIVERSITY & EQUITY COMMITTEE

FDEC Meeting, Wednesday January 23, 2013, 2:00 PM, LI 2600

**Members Present:** Kim Geron (Chair), E. Maxwell Davis (Women's Studies), Enrique Salmon (Ethnic Studies), Cristian Gaedicke (COS), Diana Bargas (Retention Services), Linda Nolan (Equity & Diversity), Stan Hebert (Presidential Appointee), Daminna Standfield (MATS), Zanean McClain (CEAS), Jing-Wen Yang (CBE), Korey Brunetti (Library)

**Guests Present:** Sophie Rollins (Academic Senate Office), Amber Machamer (Associate VP of Planning & Institutional Research), Mitch Watnik, (Senate Chair), Luz Calvo (Ethnic Studies), Jonathan Stoll (ASI), Aisha Wahab (ASI)

**Members Not Present:** Gale Young (CLASS), Annette Walker (Enrollment Development & Mgmt), Fatima Omri (Student Representative), Sagar Wagle (Student Representative)

**DRAFT MINUTES**

The meeting was called to order at 2:10 pm.

Agenda

1. Introductions
2. Approval of the agenda
3. Approval of minutes from [1/9/13](#)
4. Report of the Chair
5. New Business:
  - a. Transgender issues (*Luz Calvo, time certain 2:30 pm*)
  - b. FDEC definitions of terms in CAPR 5-year review document
6. From the floor
7. Adjournment

Meeting:

We approved the agenda and the minutes from the last FDEC meeting.

Chair's Report:

Kim bought up the request from Sarah Taylor for focus group participants for her PEIL study. We would like to help ensure that a diverse pool of students are included in these focus groups. He also talked with her about her former FLC's study of diversity issues on campus, from which some quantitative data is available but analysis is not yet complete.

Kim brought up the issue that Terry Jones, former FDEC Chair and DELO, suggested in his final report that the Office of Equity and Diversity should be housed in the President's Office. Kim

would like to draft a resolution to take up this idea in the Academic Senate. Linda Nolan indicated that housing the Office of Equity and Diversity in the President's Office is the norm in private industry and often the norm in U.S. Universities, but mixed in the CSU system and thus not uniform across campuses. She also indicated that this was long a priority for Terry and Diana Balgas reminded the committee that this was discussed during the development of the Diversity Plan in 2007-2009. Mitch suggested that we would need to write the resolution and sending it as an action recommendation to the Academic Senate. Stan Hebert suggested making the recommendation and also asking for a response, so that ideas and issues surrounding this request can be formally discussed.

#### New Business:

Luz Calvo presented a quiz, "Transgender Ally Quiz: How Much Do You Know?" a PowerPoint presentation "Is CSUEB a Trans-Inclusive University?" and a handout "How Can Your Campus Be More Trans-Inclusive?" to the committee about transgender issues on campus. We then discussed some ways to implement some of Luz' suggestions on our campus, including providing a third category for gender identity on CSU and CSUEB forms, enabling students to use their preferred names on Bb and PeopleSoft, having gender neutral bathrooms on campus (especially in new buildings going up now!),

Luz indicated that she would provide Maxwell will a copy of her PowerPoint presentation and that she was open to presenting these issues to other groups on campus as well; Diana suggested that she might want to speak to the University Undergraduate Advising Council as well.

Linda suggested that the FDEC should resolve to add a third gender category to its application forms and should find a way to enable students to use their preferred names on PeopleSoft and Blackboard. Kim suggested waiting to do this until we have time to digest the information presented and perhaps research how this issue is addressed in the CSU system in general and on other specific CSU campuses.

#### From the floor:

Stan spoke about Diversity Day and indicated that University leadership wants to see the FDEC continue to take a leadership role in making sure this happens again, and/or expanding to a Diversity Week or Diversity Month. Some of their ideas include the FDEC making recommendations regarding updating or reporting out on the Diversity Plan (new goals?) and holding an international cultural fair that includes food, music, dancing, etc.

Maxwell suggested that we could write up recommendations to the Academic Senate about what we think needs to happen in relation to Diversity Day and who on campus we think should spearhead it, but pointed out that the FDEC no longer has enough time at this point in the year to put on the event alone, especially given the many new responsibilities we have taken on as a standing committee.

Jonathan Stoll indicated that ASI/The Diversity Center is happy to take the lead on Diversity Day this year, but that they need input and advice from the committee. Maxwell agreed to meet

with representatives from ASI next week to help make sure that Diversity Day happens and to provide input and guidance on helping ASI plan and execute it this year.

Jonathan Stoll also provided an overview of new programs, plans and initiatives that ASI/The Diversity Center are unrolling. They are eager to develop more connections with faculty and engage faculty in their programs and activities and would love to work with the FDEC to do this.

Aisha Wahab presented information about a specific program, the Tunnel of Oppression (to be held February 19, 20 and 21, 2013), described the planned event and provided written information about it and other Diversity Center programs to be held this year. Kim indicated that he is happy to send information about this event out to faculty lists.

We discussed past planning and concepts for Diversity Day. FDEC members expressed excitement that The Diversity Center plans to take on primary responsibility for this event and we agreed to provide input and advice as needed.

The meeting was adjourned at 3:59 pm  
Our next meeting will be held on 2/13/13

FDEC website: <http://www.csueastbay.edu/senate/fdec.htm>