

CALIFORNIA STATE UNIVERSITY, EAST BAY  
FACULTY DIVERSITY & EQUITY COMMITTEE

FDEC Meeting, Wednesday November 28, 2012, 2:00 PM, LI 2600

**Members Present:** Kim Geron (Chair), Zanean McClean (CEAS), E. Maxwell Davis (Women's Studies), Gale Young (CLASS), Enrique Salmon (Ethnic Studies), Cristian Gaedicke (COS), Jing-Wen Yang (CBE), Korey Brunetti (Library), Diana Balgas (Retention Services), Linda Nolan (Equity & Diversity), Daminna Standfield (MATS), (Fatima Omri (Student Representative), Sagar Wagle (Student Representative)

**Guests Present:** Sophie Rollins (Academic Senate Office)

**Members Not Present:** Annette Walker (Enrollment Development & Mgmt), Stan Hebert (Presidential Appointee)

**APPROVED MINUTES**

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

Agenda

1. Introductions
  - a. Welcome to student representatives, Fatima Omri and Sagar Wagle
2. Approval of the agenda
3. Approval of minutes from [November 14, 2012](#)
4. Report of the Chair
5. New Business:
  - a. [Campus Climate survey 2006](#)
  - b. [2012 Diversity Day statistics](#)
  - c. [2011 Diversity Day statistics](#)
  - d. [2010 Diversity Day statistics](#)
6. Other business:
7. From the floor
8. Adjournment

Meeting:

We welcomed our new student representatives, Fatima and Sagar.  
We approved the agenda and the minutes from the last FDEC meeting.

Chair's Report and Old Business:

Kim reported on his conversation with Provost Houpis and Vice Provost Dobbs about Diversity Day. They expressed their support and also suggested that the University should develop a plan for a Diversity Week.

- Kim indicated that this would need to be appropriately resourced.
- We discussed working with them to perhaps implement Diversity Day plans in conjunction with the existing student

Kim reported that concerns about developing a mechanism for avoiding scheduling important school dates on religious holidays were communicated to FAC.

- We also discussed an email from Mitch Watnik outlining that the opening days of classes for the next two years are already scheduled to conflict with Rosh Hashana and Yom Kippur.
- We discussed the need to develop an immediate response to this, in addition to our suggestions already communicated to FAC.

Diana reported that a staff member informed her of feeling offended by the placement of a large Christmas tree in the SSA building, in a public place behind the enrollment desk.

- We discussed making a recommendation about not allowing expressions of religious observations in the workplace.
- We resolved to draft a resolution and toyed with wording such as: "We recommend that CSUEB honor the separation of Church and State. Therefore, CSUEB instructional and support units should not privilege any religion by displaying artifacts associated with its holidays in University offices."

New Business:

We discussed the need to conduct another campus climate survey.

- Gale described the procedures used in the most recent campus climate survey and noted that the next survey will need to deal more directly and thoroughly with issues of gender, sexual orientation and gender identity.
- Kim also suggested finding a time for Sarah Taylor to present her survey findings, which she cannot do at the regular FDEC meeting time.
- Gale suggested that she and Diana (who worked on the last campus climate survey) work with a student to develop items for a new campus climate survey.

We discussed Diversity Day planning, including the formats and activities used for the past three years, and discussed how to proceed this year, including whether or not we want to hold this event at all.

- Gale is not sure that Diversity Day fits our new charge as a standing committee and does not see how it will help us respond to the five year reports
- Linda thinks that any event we do put on needs to be focused on professional development around cultural competency rather than food, music, dancing, etc
- Enrique described a model for this that was appealing to many committee members

Kim reported that Provost Houpis is very interested in continuing Diversity Day, so we discussed connecting him to the new staff at the Diversity Center, Student Life & Leadership, etc, to co-sponsor an event without actually planning and putting it on.

- Kim will approach the Provost about this.
- Maxwell will speak to Vanessa from the Diversity Center about this as well.

From the floor:

Maxwell described the Diversity Center's new "Beyond the Chalk" series and encouraged other FDEC faculty members to develop workshops with them.

The meeting was adjourned at 3:27 pm  
Our next meeting will be held on 1/9/13

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