

**CALIFORNIA STATE UNIVERSITY, EAST BAY  
FACULTY DIVERSITY & EQUITY COMMITTEE**

FDEC Meeting: Thursday, January 22, 2015, 2:00 pm, LI 2250

**Members Present:** Kim Geron (Chair), Corey Gin (Presidential Appointee), Sharon Radcliff (Library), Colleen Fong (Ethnic Studies), E. Maxwell Davis (Women's Studies), Zanean McClain (CEAS), Chul Kim (COS), Pei-Hui Hsu (CBE), Diana Balgas (Retention Services), Gale Young (CLASS)

**Guests Present:** Dianne Rush Woods (University Diversity Office), Sophie Rollins (Academic Senate Office)

**Members Not Present:** Annette Walker (Enrollment Development & Mgmt), Daminna Standfield (Accessibility Services)

**AMENDED MINUTES**

The meeting was called to order at 2:05 pm

Agenda:

1. Approval of the agenda
2. Approval of unofficial notes from 1-8-15 meeting
3. Reports:
  - a. FDEC Chair
  - b. Presidential Appointee
  - c. UDO
4. New Business:
  - a. TBD
5. Adjournment

Meeting:

Committee members reviewed and combined multiple people's notes on the 1-8-15 meeting and ultimately agreed to send out the written version of those notes by email for approval.

*Chair's Report:*

Kim reported on the need to elect an FDEC Chair. He can only run one more time. Tenured faculty are eligible to run. Kim and Dianne discussed the need to perhaps hold a workshop to provide potential candidates with an overview of the expanded responsibilities of the position, including chairing the FDEC, serving as DELO, involvement in tenure track searches, and participation in the Diversity council. Some people who have expressed in the position seem to be unaware of everything that it entails.

Kim announced that a subcommittee of the Diversity Council is beginning work on the update of the University Diversity Plan, including times lines and bench marks for the achievement of specific goals, looking at institutional goals around campus climate, policies and procedures, composition of staff, faculty and administration, etc. This is being done at other CSUs as well right now.

Kim announced that we got ExCom to revisit the rubric we created for departmental self-analysis of diversity issues in the context of 5-year reviews. We have made qualitative changes to the rubric around the issues of multicultural learning, faculty diversity, student diversity, learning environment and this rubric will be submitted for a round three of discussion at a Senate meeting, date TBA. The first reading will most likely be February 3, 2015.

Zanean brought up the issue that Julie Stein's FLC is working on a course-level assessment rubric for diversity issues. We hope to ensure some level of complementarity between these two rubrics, once the course-level rubric is finalized.

*Presidential Appointee's report:*

Corey is Chair of the search committee for the Diversity Coordinator position and announced that there are four candidates for the position, whose names will be announced as soon as the formal announcement is made. One candidate is from CSUEB, one from UCSB, one from UCSC and one from the east coast. This is an SSP III position that will now report to Marguerite Henry, rather than ASI, and the person will need to be able to work independently and build relationships with both faculty and students.

Corey urged committee members to come to the question and answer sessions to be held with each candidate, as the person in this position will be working on many Diversity-related issues and initiatives. We discussed the goal of having an FDEC representative at each of the candidate visits. Corey indicated that he plans to have feedback forms available at each visit. Gale and Colleen asked about the interview process and made the point that the plan to bring the three California candidates to campus in person and have the East Coast candidate interviewed by Skype because of budgetary constraints is not fair and puts that candidate at a distinct disadvantage. Corey and Diana agreed to bring up this issue with Marguerite and Stan.

Diana and Dianne suggested that the committee might eventually advocate for transitioning this position from an SSP III classification to and MPP classification, given the anticipation of the expanded scope of the position.

Charles was not present to make a report.

Dianne described an initiative by the University Diversity Office related to efforts to address diversity issues in the recruitment of faculty candidates. Her office must sign off on candidate progressions and has asked some departments to review their procedures in the process of candidate selection. We discussed the process of hiring faculty, in terms of the desirability of getting an early start in candidate selection and involving entire departments in conference-based interviews. Dianne reported that in some cases, diverse candidates are genuinely difficult to

recruit, but that in others hiring practices contribute to the failure to diversify the faculty.

We discussed the recruitment and hiring process for Affinity Hires as well. Kim indicated that the Affinity Hire process will eventually lead to an additional 25 to 35 hires.

Dianne presented the tentative agenda for the Week of Inclusive Excellence in February, which includes speaking engagements by Markese Bryant, many faculty presentations and performances, the involvement of the Alameda County Community Food Bank, Ysaye Barnwell from Sweet Honey and Rock, Jennifer Finney Boylan, the author of the community read, *She's Not There*, and STEM Day. Dianne agreed to share the draft agenda with committee members in order to help stimulate interest in these events.

Dianne also reported on the meeting of Kaleidoscope, a mentorship program set up for faculty and staff to work with interested students. 25 mentors and mentees got together to discuss what they wanted out of the program.

Dianne discussed developments with the Sankofa Scholars Program, which involves the integration of culturally relevant content into existing courses to meet the needs of diverse students. Zanean discussed the B6 GE course she will be teaching through this program, 'Wellness and Stress'. Dianne indicated that as a part of this program, Nick Baham will be teaching a C4 GE course on African American Literature, and Sukari Ivester will be teaching a D4 GE course on Prejudice and Discrimination. Dianne has been heavily involved in launching this program but it will be guided by Alison Richardson.

Diana also discussed the GANAS program for Latino students, which has been developed in coordination with the local community colleges and helps Latino students complete their upper division GE courses in a supportive cohort. Diana has been heavily involved in launching this program, which now has over 70 students. This program is coordinated by Melissa Cervantes.

#### *New Business:*

Diana announced that she is working with a team at SFSU on a Forum on Latino students and Higher Education, to be held on 2-27-15. We are the first CSU in the northern CA region to meet the threshold for being a Hispanic-serving institution, but others will do so soon. Diana has invited Julie Wong, the new Student Affairs VP, to participate in this and has already heard from her office that she will do so.

Diana also presented materials based from The Dream.US. This is a program intended to provide resources for undocumented students, who are not eligible for student loans and other financial awards, to complete their educations through college scholarships for high achieving dreamers. Diana hopes that CSUEB's engagement with this organization will help communicate support for these students. Only two other CSUs, (CSULB and CSUSB) are currently partners with The Dream.US, so Diana is very excited about this development.

#### *From the Floor:*

Colleen announced that for Fred Korematsu Day, January 28, 2015, Bess Chin, former internee in a Wyoming internment camp, will be speaking, and "Mama and Ghila River," a film about a 15 year old white teenager whose mother got her involved working in the clinic of an internment camp, will be screened at 12 noon in MI 3060. There will be light refreshments and DVDs of the film for sale.

Dianne mentioned that there is a new preferred name policy at CSUEB for students who identify as transgendered and international students who prefer to use a name different than the one that appears on their formal IDs. This will allow those students to use their preferred first name on University documents and records.

### *Adjournment*

The meeting adjourned at 3:43 pm  
Our next meeting will be held on 2/12/15

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