

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

FDEC Meeting: Thursday, February 12, 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), Pei-Hui Hsu (CBE), Diana Balgas (Retention Services), Gale Young (CLASS) (by telephone)

**Guests Present:** Dianne Rush Woods (University Diversity Office)

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

**APPROVED MINUTES**

The meeting was called to order at 2:12 pm

Agenda:

1. Approval of the agenda
2. Approval of notes from 1-22-15 meeting
3. Reports:
  - a. FDEC Chair
  - b. Presidential Appointee
  - c. UDO
4. New Business:
  - a. Report on status of establishing Ombudsperson position and office of Restorative Justice (Eileen Barrett, 2:45 time certain)
  - b. Report from CSUEB Trans Collective on proposed University policy on preferred names (Luz Calvo, 3:10 time certain)
    - i. University of Arizona's Guidelines for Use of Chosen or Preferred Names
    - ii. NYT Article: A University Recognizes a Third Gender: Neutral
5. Adjournment

Meeting:

Committee members reviewed and approved the notes from the 1-8-15 meeting, with the exception of striking mention of Charles Batey's absence, as he has retired from the University.

Zanean reported on the work of the Quarter to Semester conversion committee. There were questions about the process in relation to the three work groups involved, and in relation to the idea of refocusing of GE requirements on the three issues of diversity, sustainability, and social justice.

*Chair's Report:*

Kim noted that our next meeting is scheduled during the Week of Inclusive Excellence, during Jennifer Finney Boylan's lecture. So, instead of our regular meeting, we will meet at the theatre for that lecture for the first hour and then meet for the second hour in a location TBD. FDEC members who wish to attend the lecture need to let Dianne know, as she will need to set aside tickets for us.

*UDO's report:*

Dianne reported that she has acquired a copy of "If These Halls Could Talk," a documentary in which 11 students talk about diversity issues on college campuses across the country. There is a director's cut, as well as a classroom cut and a trainer's manual that Dianne believes could be used in a "train the trainers" series for faculty, staff and students. She would like to try this for Spring quarter 2015 or perhaps next year.

Dianne distributed the new CSUEB "Request to Update Preferred Name" document and reported that about six people have approached her office requesting this process so far. It seems to be taking only a few days to make the appearance of the student's name in BlackBoard change. She hopes that Academic Affairs will post information about this at the top of their newsletter. This is an option for any student, but students who wish to register a preferred name do need to have a discussion with Dianne in order to enact the change. The purpose of this policy is to enable people to be addressed by their preferred name on campus.

Maxwell raised the issue of including multiple gender categories (beyond male and female) in University student data collection tools, including application materials and student data forms. The FDEC has discussed this issue multiple times but has not seen any movement in relation to the structuring of this data from University Research. We discussed the possibility of revisiting this issue now that there seems to be some momentum around gender identification issues on campus.

Dianne presented two tables reflecting CSUEB full and part time faculty race/ethnicity and gender breakdowns, from Fall 2010 to Fall 2014. The committee reviewed and commented on the trends demonstrated in these documents.

Dianne reviewed the agenda for the Week of Inclusive Excellence. She highlighted that past DSJ grant recipients will talk during the Week of Inclusive Excellence and new recipients will be announced. Dianne reported that the Provost intends to make six such awards this year. The committee reviewed the itinerary for this event, which looks to be fantastic.

*New Business:*

*Eileen Barrett* reported for the Feminist Faculty Union. She reported that last year she and Luz Calvo presented a document to the Executive Committee of the Academic Senate in response to concern about sexual and racially motivated violence on campuses nationwide, including the racially motivated harassment incident at SJSU. Eileen reported that she and Luz researched

activist strategies that they would like to see the University take on, which include:

- Holding a Week of Inclusiveness
- Overhauling the University website to highlight diversity issues
- Generating news releases that highlight campus diversity and improve internal communication about diversity issues
- Conducting faculty searches that attend to campus diversity throughout the hiring process
- Raising awareness about harassment and publicizing where students, faculty and staff should go to report problems
- Revisiting which office on campus addresses individual reports of incidents and concerns related to harassment, discrimination and violence, as this is currently Risk Management
- Creating a Restorative Justice Program on Campus

Gale asked Eileen what she would like to see as a next step in this work. Eileen responded that they would most like to see a Staff/Faculty Ombudsperson position created and that this position needs to be housed outside of Risk Management. Dianne indicated that the position description for this position has already been submitted to Human Resources, but that it needs to be signed off on by the Chancellor's office. Dianne also reported that the University is in the process of identifying office space for this position, which would report to the Diversity Office.

Gale inquired about the role of the FDEC in the process of creating and staffing this position. The committee discussed the potential role of both the FDEC and faculty in general in the search process that would be conducted to fill such a position.

Eileen indicated that she and Luz would like the FDEC to endorse their proposal, and to make sure that Ombudsperson positions are created to address issues raised by faculty, staff and students. The committee discussed the need for the FDEC to make a formal resolution about these issues after we are able to formally consider the document that Eileen and Luz presented.

*Luz Calvo, Liam Hawkyard and Bucket Manyweather* presented several documents related to the goals of the Trans Collective on campus. They are pleased with the new process for preferred name changes on Bb, but would like to see the enactment of a formal University policy for addressing Trans issues in more clear and comprehensive ways. *Liam* described some of his negative experiences on campus related to faculty's ignorance of trans issues and lack of sensitivity to those issues. These included disappointment about the non-existence of trans friendly housing despite University PR to the contrary, public humiliation by faculty who question his identity in the classroom settings, and practical issues related to having different names on different pieces of University documentation. *Bucket* discussed similar experiences, and that they are damaging to trans students.

Both students noted that because of the location of CSUEB, near San Francisco and near a nationally known gender reassignment clinic in Fremont, CSUEB has a higher than average number of gender atypical students, many of whom arrive on campus expecting a higher level of sensitivity and inclusiveness than currently exists.

Luz pointed out that faculty ignorance of and hostility to trans issues is not acceptable, and

indicated that the Trans Collective would like to see the FDEC make a formal declaration about the importance of these issues and push for a campus wide policy about them, including faculty, staff and students. Luz presented a draft administrative policy based on the University of Arizona's work on these issues. The committee discussed the difference between enacting policy and employing education initiatives on campus, and the different issues that can and might be addressed through these two different approaches.

Kim and Dianne also pointed out the extensive work that has gone into the creation of the new "Request to Update Preferred Name" document and process, and noted that progress in relation to these issues is often incremental and involves a lot of behind the scenes work that may not be apparent to everyone.

*Presidential Appointee's report:*

Cory announced that the new Diversity Center Coordinator is Jessica Murphy, who will be coming to us from Massachusetts. Due to time constraints, he agreed to provide a longer report at our next meeting.

*New Business:*

We briefly discussed the need to identify interested candidates for the Women's Studies and Ethnic Studies representatives to the FDEC for 2015-17, who will need to be nominated by the chairs of the Ethnic Studies and Women's Studies departments during Spring quarter of this year.

*Adjournment*

The meeting adjourned at 4:00 pm  
Our next meeting will be held on 2/26/15

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