

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

FDEC Meeting: Thursday, February 26, 2015, 3:17 pm, LI 2250

Members Present: Kim Geron (Chair), Sharon Radcliff (Library), E. Maxwell Davis (Women's Studies), ZaNean McClain (CEAS), Pei-Hui Hsu (CBE), Daminna Standfield (Accessibility Services)

Guests Present: Sophie Rollins (Academic Senate Office), Mark Robinson (Academic Senate Office)

Members Not Present: Annette Walker (Enrollment Development & Mgmt), Chul Kim (COS), Corey Gin (Presidential Appointee), Colleen Fong (Ethnic Studies), Diana Balgas (Retention Services), Gale Young (CLASS)

APPROVED MINUTES

The meeting was called to order at 3:17 pm

Agenda:

1. Approval of the agenda
2. Approval of notes from 2-12-15 meeting
3. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
 - c. UDO
4. Old Business:
 - a. Proposed changes to Diversity Rubric
5. New Business
 - a. Proposed resolution to address transgender & gender variant policies at CSUEB
6. Adjournment

Meeting:

Committee members reviewed and approved the agenda.

Committee members reviewed and approved the notes from the 2-12-15 meeting.

ZaNean reported on the work of the Quarter to Semester conversion committee. She reported that the committee is looking at the issue of putting all religious holidays on the academic calendar in order to address the needs for accommodation of religious observances in academic scheduling.

Chair's Report:

Kim reported on his trip to Sacramento State, where he discussed his role as DELO with campus representatives, especially in relation to the DELO's role in tenure track faculty searches and the new Diversity Advocate positions on our campus. The Senate Chair was also there, and Kim reported that he was able to discuss the manner in which his position is a faculty position elected by the Senate, which Sacramento State may be interested in emulating as they create some new structures related to campus diversity and equity. Kim reported that Sacramento State is in the process of hiring a new campus president.

UDO's report:

Dianne Rush Woods was not present because she is involved with events related to the Week of Inclusive Excellence today.

Presidential Appointee's report:

Corey Gin was not present because he is involved with events related to the Week of Inclusive Excellence today.

Old Business:

Kim reported on his presentation of the diversity rubric for the 5-year reviews with the Academic Senate. He reported that the Senate was largely supportive but that there was discussion around some of the language, raised by Jeff Seitz. Kim reported that one issue is that of using the same language that's in the ILOs ("multicultural learning") versus language that is more inclusive of marginalized aspects of identity/experience beyond race/ethnicity/culture. Kim presented proposed changes to the committee that replace "multicultural learning" with "diversity and multicultural competencies" in describing department goals and achievements.

Another issue of concern that was raised with this document is that it discusses aspects of identity of faculty candidates that departments are unlikely to actually be aware of, since the University does not collect candidate data beyond sex and ethnicity (ie: SES, sexual orientation, gender identity, first language).

If we adopt these changes, we will have to go back to CAPR to secure their approval of them before returning for a second reading before the Academic Senate. Kim reported that he reminded the Academic Senate that we first presented this in March 2014, so there is some urgency about getting it approved at this point.

New Business:

The committee reviewed the proposed FDEC resolution that CSUEB create policies and best practices to create a campus climate that is inclusive of trans, gender non-conforming and gender variant faculty, staff and students. This resolution reflects the input of Luz Calvo and the gender non-conforming students who presented at our last meeting. The committee discussed the fact that this resolution is not comprehensive, but that we hope it will help to begin a wider

conversation about these issues on campus and create the opportunity for further resolutions and changes. The committee voted to move the resolution forward.

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>