

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

FDEC Meeting: Thursday, March 12, 2015, 2:17 pm, LI 2250

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

**APPROVED MINUTES**

The meeting was called to order at 3:17 pm

Agenda:

1. Approval of the agenda
2. Approval of notes from 2-26-15 meeting
3. Reports:
  - a. FDEC Chair
  - b. Presidential Appointee
  - c. UDO
4. Old Business:
  - a. Update on FDEC items at 3/10/15 Senate meeting
5. New Business
  - a. TBD
6. Adjournment

Meeting:

Committee members reviewed and approved the agenda.

Committee members reviewed and approved the notes from the 2-26-15 meeting. Colleen abstained from this vote because she was not present at the 2-26-15 meeting.

*Chair's Report:*

Gale, as acting chair of today's meeting, reported that the Diversity rubric did pass the vote of the Academic Senate. After a few revisions, the second reading will be on April 14, 2015.

*Presidential Appointee's report:*

Corey provided an update to the Committee on his conversations with Facilities about gender neutral bathrooms on campus. He reported there are currently 14 gender neutral bathrooms on campus, including two in the RAW Center, four in the music building, two in the student health center, two in Lassen hall, two in the science building, and two in the Welcome Center. There are plans for one more to be added when the new academic services building opens in the fall. In addition, there are three more that may become gender neutral when renovated, including two in Meiklejohn Hall. Facilities reports that they have been working on this issue since 2010, at a cost of roughly \$90,000 per restroom.

Corey also announced that Jessika Murphy has been officially announced as the Diversity Center Coordinator. The committee agreed to invite Jessika to the next meeting of the FDEC.

*UDO's report:*

Dianne was not present to offer a report.

*New Business:*

Luz Calvo and Eileen Barrett, of the cultural groups and women subcommittee of Committee on Instruction & Curriculum, presented a PowerPoint presentation about re-envisioning the Cultural Groups & Women General Education requirement in the context of the quarter to semester conversion. They presented the same information to the GE subcommittee this week and got some feedback, but feel that the FDEC should play a role in this re-envisioning process as well.

Luz and Eileen feel that especially because our campus is so diverse, our curriculum should clearly and explicitly reflect a commitment to the study of diversity, multiculturalism and social justice. Their hopes are that CSUEB can show leadership in the teaching and learning of diversity and multiculturalism, social justice and equity, and sustainability, as the intersectionalities among these topics.

Their idea is to create a three-course sequence that would align with the existing three-area upper division GE requirement, in which nine units are required, three each in areas B, C and D. This would involve one course each from three thematic areas: Social Justice & Equity, Diversity & Multiculturalism, and Sustainability, and one course each from three academic areas: Arts & Humanities, Science and Social Science. There has been some discussion of collapsing these guidelines, making them less stringent and/or requiring future courses. The concern is that this would water down the intent of the CGW GE requirements.

Eileen and Luz indicated that time is of the essence and that this process is likely to be solidified during spring quarter. The committee provided feedback on their presentation and its content. We discussed ways to develop faculty investment in this process and contextualize this as a national issue. The FDEC agreed to draft a strong resolution in support of these efforts and to provide input on the development of learning outcomes aligned with the three identified themes of Social Justice & Equity, Diversity & Multiculturalism, and Sustainability. Gale, Colleen and Sharon agreed to serve as second readers of the documents developed for the GE CGW subcommittee for this purpose, which will meet during the first week of April.

### *Old Business:*

We discussed the FDEC items presented at 3/10/15 Senate meeting regarding University policies around the use of preferred names for students and employees. Kim provided the marked up version of the document in question (14-15 FDEC 1: Resolution to Create Policies and Best Practices to Create a Campus Climate Inclusive of Transgender, Gender Non-Conforming, and Gender Variant Faculty, Staff and Students), as well as an example policy adopted by the University of Arizona to address these issues. We discussion the transition of certain items to action items by the Senate.

Colleen agreed to email Luz to inquire about certain aspects of the second to last resolution in this document. Corey agreed to investigate State of CA legal issues around the use of pronouns. We agreed to gather further information and defer discussion of this item until our next meeting on 4-9-15. We agreed that if we address this issue at that meeting, we will be able to make changes in time for its presentation to the Academic Senate on 4-14-15.

Gale raised the issue of another draft resolution to be put before the Academic Senate; 14-15 FDEC 2: Resolution that a University-wide Search Committee be established for the University-wide Ombudsman position. The creation of this draft resolution reflects the committee's concern that without the creation of a Search Committee, this position will be filled by appointment, without consideration of all qualified and interested applicants. We discussed the history of the University's use of this type of hiring process, in relation to the appointment of the current University Diversity Officer. We discussed revisions to the proposed resolution, with the intent to encourage the conduct of an open nationwide search to fill the Ombudsman position. Gale agreed to edit the draft resolution in order to fine tune language and then send it to Kim, so that he can decide if we should discuss it further at another FDEC meeting. It is our understanding that the Executive Committee will meet next on April 7, 2015.

We briefly discussed diversity issues that have emerged on University campuses recently, including recent events at the University of Oklahoma and the University of Southern California, with the intention of disseminating the very powerful campus newspaper article written by a junior at USC in response to the latest incident.

### *Adjournment*

The meeting adjourned at 4:00 pm  
Our next meeting will be held on 4/9/15

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