

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

FDEC Meeting: Thursday, April 9, 2015, 2:00 pm, LI 2250

Members Present: Kim Geron (Chair), 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), Diana Balgas (Retention Services)

Guests Present: Dianne Rush Woods (Chief Diversity Officer), Doris Ching, (WASC), Sophie Rollins (Academic Senate Office)

Members Not Present: Annette Walker (Enrollment Development & Mgmt), Chul Kim (COS)

APPROVED MINUTES

The meeting was called to order at 2:00 pm

Agenda:

1. WASC meeting with FDEC (2:00 - 2:45 pm time certain)
2. Approval of the agenda
3. Approval of minutes from 3-12-15 meeting
4. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
 - c. UDO
5. Old Business:
 - a. [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 (*final updated version may be available*)
6. New Business
 - a. 14-15 FDEC 2: Resolution that a University-wide Search Committee be established for the University-wide Ombudsman position (*final version may be available*)
 - b. Diversity Center Coordinator, Jessika Murphy (*3:00PM time certain*)
7. Adjournment

Meeting:

The committee met with Doris Ching of WASC to discuss the role of the FDEC in efforts to address diversity issues on the CSUEB campus over the last five years.

Committee members reviewed and approved the agenda.

Committee members reviewed and approved the notes from the 3-12-15 meeting.

Chair's Report:

Kim asked Zanean to report on the work of the quarter-to-semester conversion committee. She described their discussion of scheduling and workload issues. She reported that the suggestion is that a 4/4 teaching load is "standard," but that Provost has still not issued a definite declaration on the plan for faculty teaching workload under the semester system.

Presidential Appointee's report:

Corey deferred to Jessika Murphy's introduction of herself and her work as the new Diversity Center Coordinator

UDO's report:

Dianne reported that some search committees are still active (have not completed their hires yet) and that there have been a number of issues with search committees not asking the questions that they agreed to ask, and asking other questions that they did not disclose that they would ask. This has occurred after the Diversity Office conducted three training meeting with the Diversity Advocates on each search committee. Dianne reported on research from Claremont College about the myths associated with "not being able" to hire diverse faculty. The committee discussed the value of bringing in four candidates for each and position, and the need to create a report about these hiring practices/experiences. Dianne asserted that best practices would be to allow for a fourth candidate if that candidate is local or adds a particular level of diversity to the search.

Dianne also discussed her desire to find ways to get diversity awareness materials deeper into curricular materials University-wide, to avoid involving only the same core group of faculty in diversity-related activities and initiatives. We discussed the possibility of issuing invitations to coffee, to the Council of Chairs meetings, and other strategies.

Old Business:

Kim presented several proposed revisions to the Preferred Name policy document that reflect some suggestions from Luz Calvo and from the committee's review of the model provided by Arizona State University's policy document. The committee supported all of the proposed revisions.

New Business:

Jessika Murphy introduced her self as the new Diversity Center coordinator and to tell us a bit about what she would like to do at the Diversity Center, which is no longer under ASI and is in the process of being rebranded. She is working to create a new identity for the Diversity Center, create a website, a logo, and continue the ongoing core events already underway for this year. She wants to continue successful programs, build new programs and create more collaborations

between the Diversity Center and other student support programs and faculty on campus. She hopes to add new programs and offerings next year, including conducting workshops and trainings for RAs in the residence halls, providing RAs with training materials for their own educational responsibilities. She hopes to connect the Diversity Center to more community engagement efforts through coordination with the Center for Community Engagement. She organized a local "alternative spring break" service outing for this year and hopes to organize future "alternative spring breaks" on Native American reservations. She hopes to create symposiums about applying and getting into graduate school. She has collaborated with Jennifer Nguyen from SCAA about peer mentors doing open tutoring in the Diversity Center. She hopes to begin a culturally themed open mike night, "soul cafe." She wants to get students out of the classroom on campus. Committee members asked Jessika questions about her plans for back to school events next year and about her participation on the Diversity Council.

We agreed to postpone discussion of the 14-15 FDEC 2: Resolution that a University-wide Search Committee be established for the University-wide Ombudsman position.

Adjournment

The meeting adjourned at 4:00 pm
Our next meeting will be held on 4/23/15

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