

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

FDEC Meeting: Thursday, May 14, 2015, 2:00 pm, SA 4600A

Members Present: ZaNean McClain (CEAS), Pei-Hui Hsu (CBE), Gale Young (CLASS), Corey Gin (Presidential Appointee), Colleen Fong (Ethnic Studies), Daminna Standfield (Accessibility Services), Chul Kim (COS), Gr Keer (Library), Diana Bargas (Retention Services), E. Maxwell Davis (Women's Studies)

Guests Present: Dianne Rush Woods (Chief Diversity Officer), Mark Robinson, (Academic Senate Office)

Members Not Present: Annette Walker (Enrollment Development & Mgmt), Sophie Rollins (Academic Senate Office), Kim Geron (Chair)

UNOFFICIAL MINUTES

The meeting was called to order at 2:05 pm

Agenda:

1. Organizational Meeting
 - a. Welcome to new members and introductions
 - b. Election of new Chair
 - c. Election of 15-16 Secretary
2. Approval of the agenda
3. Approval of 4/23/15 minutes
4. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
 - c. UDO
5. Business
 - a. Semester Conversion update
6. Adjournment

Meeting:

Gale indicated that she would be leading today's meeting in Kim's absence. All members present introduced themselves and we briefly discussed the history of the FDEC and the relationship of the committee to the Academic Senate.

Gale Young nominated Kim Geron for the position of Chair of the FDEC, her nomination was seconded by Zanean McClain, and he was elected unanimously.

Gale asked for nominations for the position of Secretary. Gr Keer self nominated, Maxwell

Davis seconded this nomination, and Gr was elected unanimously.

Committee members reviewed and approved the agenda.

Committee members reviewed and approved the notes from the 4-23-15 meeting.

Chair's Report:

Kim did not provide a report to Gale to be presented.

Presidential Appointee's report:

Corey indicated that he had nothing to report.

UDO's report:

Dianne gave a report to ExCom about the Ombudsperson search. The request for nominations will go out today or tomorrow. The search committee for this search will consist of the DELO, two faculty members, one staff person and one presidential appointee.

We discussed the campus presentation of the two campus climate reports; for this presentation the first hour will focus on the student section of report and the second hour will focus on the staff/faculty section of report. Alexis will record her presentation so that others can listen to it while viewing the power point slides. The next step in analysis of this data will involve discussion of how to address issues raised regarding the experiences of LGBTQ people on campus, hopefully by creating a better survey sample and addressing other issues.

Dianne discussed the Restorative Justice event that was held on campus last Friday and the Black Lives Matter event happening this week. She announced that there will be screenings of "Which Way Home" on May 21 and 26, will addresses the issues of child migrants. She also discussed the Asian Pacific American Health Fair & Forum held on Thursday May 7th.

Dianne also reported that the freshman read for next year has not yet been selected, but one contender is On The Run by Alice Goffman. This book compares University and prison as two paths for children growing up in underserved neighborhoods.

Business:

Semester Conversion Update

Zanean reported on the integration of sustainability and diversity issues into the plans of the Quarter to Semester conversion committee.

Dianne and Gale commented on the lack of attention to these issues in the documents that outline "transformation" for these purposes as guides for departments and grantees. Members agreed that timing is an issue; there are concerns that the time frame is too short for real transformation to occur. Zanean indicated that she's not sure anyone is really focused on these issues; she tries

to keep these issues on the table but a tight timeline is pushing work forward without the ability to deviate from the defined tasks before them.

The Committee discussed the software being used for the quarter to semester conversion project and there was general agreement that greater investment in and opportunities for training with that software is required in order to make it user friendly.

Gale compared this issue to conversations going on in the Cultural Groups and Women subcommittee, wherein it seems clear that while some people appear to support multiculturalism, diversity and sustainability, others are not aware of/focused on these issues.

She is concerned that while the discussion needs to focus on who our students are and what they need, discussion quickly moves to the survival of departments because some departments "live on" GE. She indicated that she felt that some departments, ie the hard sciences, were concerned about issues of multiculturalism, diversity and sustainability and are not closed down, but are unsure of how they fit in. She fears that the vision of the committee is getting lost.

Gale also reported that word has come back that the administration will not support the proposed requirement, but that this framework will be only an overlay. This might mean that courses could be taken either inside or outside of a student's major department and not limited to upper division courses, meaning that non-native students will only get one class each focused on multiculturalism and diversity.

Gale reported that in relation to SLOs, she and others wanted input on sustainability outcomes and wanted language about sustainability for marginalized communities and non market-driven strategies, but these ideas were largely rejected. She and Luz are looking at upper division SLOs for multiculturalism and diversity, with the idea that lower division ones will focus on social justice.

Gale reported that the Cultural Groups and Women subcommittee feels that more time and a larger task force (similar to ILO taskforce) is needed. She stressed that she fears that the discussion is reverting to "my department will disappear if I don't get a piece of the pie," so it's survival driven rather than vision-driven or aspirational, driven by what we want for our students. She feels that Eileen Barrett is being forced to drive the University timeline and is concerned about what this means with regard to our advancement in the education of multiculturalism and diversity.

Gale reported that she, Luz, Eileen and others all have the feeling that while we'd like to be enacting this process at the level of self actualization, what's happening is at the level of self preservation. She suggested that the FDEC put a resolution before the Senate to postpone this process for a year. Dianne recalled the Provost indicated that this was an option and the committee agreed that it may be time to look at that idea.

Diana suggested that CSULA has good transformative models to examine regarding the overhaul of the curriculum and GE requirements, promoting graduation among their students. Corey suggested that we would need buy-in from many other committees to make a successful resolution.

Colleen asked why we should need to bring this to the attention of the Provost, meaning that he should be able to see this problem himself. The committee agreed to create and review a draft resolution by email, with the goal of getting the final resolution to ExCom in time for their meeting on May 26, 2015.

The committee discussed some ideas for the proposed resolution:

We developed this statement: "We are concerned that due to the tremendous time pressures being placed on faculty, staff and administration involved in shaping the Quarter to Semester Conversion process, issues related to multiculturalism, diversity and sustainability, are getting increasingly marginalized in the dialogue and planning surrounding this process."

We developed these talking points:

Committee representatives from all colleges have heard reports that the opportunities for growth cannot be fully utilized under the current conditions and we can provide anecdotal evidence from each college to this end.

It is the stated goal of this process to transform and we hear that faculty want to transform, not covert, but that time constraints are making this extremely difficult.

We would like to highlight the example of positive outcomes from the long ILO development process and that this should be a good opportunity to do things right and to address problems that have existed for many years, rather than perpetuating them in service of expedience.

We feel as if we're bargaining away some important issues and want to maintain focus on the needs and experiences of our diverse student body, the opportunity to enhance their education and the centrality of our University mission.

Other Business:

We discussed suggesting to Kim that we meet again on May 28th.

Maxwell raised the issue of pumping areas on campus, to be discussed on May 28th. Maxwell thanked the committee for being a highlight of her experiences at CSUEB and said goodbye to everyone.

Adjournment

The meeting adjourned at 3:40 pm
Our next meeting will be held on 5/28/15