

## FACULTY DIVERSITY AND EQUITY COMMITTEE

Thursday, January 14, 2016

### AMENDED MINUTES

**In attendance:** Kim Geron (chair), Patricia Drew, Colleen Fong, Zanean McClain, Dammina Standfield, Gr Keer, Yung-I Liu, Corey Gin, Luis Cardenas, Dianne Rush Woods

**Guests:** Darrell Bailey, Luz Calvo, Lori Erdman

**Absent:** Pei-Hui Hsu, Diana Balgas, Chul Kim, Annette Walker

1. Approval of agenda - unanimously approved
2. Approval of 11/12/15 minutes - moved to next meeting
3. Reports:
  - a. FDEC Chair
    - i. Regular tenure track faculty search process is continuing. Phone interviews and campus interviews underway. There is a diversity advocate on each search committee. Kim has been meeting with new faculty to have a conversation about their diversity experience and activities on campus. Had a check in in September and another planned for March with diversity advocates. Goal is to get a diverse pool in all hirings but also to hire more diverse faculty.
    - ii. ILO Diversity & Social Justice Assessment project - 10 faculty from the colleges are participating (plus Kim as DELO). Faculty will be retooling courses to include Diversity & Social Justice outcomes. First meeting is Friday 1/15/16.
    - iii. Affinity Hires - current search is around civic engagement. Deadline to participate in next round is January 29th.
  - b. University Diversity Officer
    - i. 3rd Annual MLK Day Breakfast - sold out almost immediately. President will do a presentation on his view of diversity, our strengths & challenges, and set an agenda. Theme is Building Community Together. Students from SSOS, EOP, Kaleidoscope, Ganas, and SANKOFA will talk about their participation in these programs. Musical performances plus honoring some folks who are leaving.
    - ii. 3rd Annual Week of Inclusive Excellence - week of Feb. 22nd. Provost is going to talk about where we are and her vision. Marquise Bryant is the keynote speaker and will talk about intersection between sustainability and diversity. There will be a choir performance, ally training, film screening, etc. Alice Goffman will give presentations on her ethnographic research. There will also be an LGBTQ presentation by an estate lawyer.
    - iii. Metrics - African American student group has demanded that we be accountable and transparent for the work we're doing on campus. To that

end, we need to collect data on our staff and faculty and compare it to the region.

- iv. Student rep reports that tomorrow January 15 at 3pm there will be a vote in ASI External Affairs meeting on a resolution to develop an African American Resource Center. There was an event last night called "It's Lit" through Blackout Movement with 50-60 students - forum on issues facing Af. Am. communities on campus. Goals - Af. Am. Resource Center, expansion of diversity of faculty, providing third-party training for faculty on sensitivity re: race & ethnicity.
  - v. HSI grant for 300 students for the summer after freshman year - inviting students who are struggling onto campus for advising, learning communities, and tutoring.
  - vi. University Diversity Council retreat is Friday, January 22 - choosing 4-5 key goals for this year
  - vii. "An Evening With Olympians and Civil Rights Activists" with John Carlos and Wyomia Tyus will be February 10, 2015 7-9pm, sponsored by the Center for Sport and Social Justice
- c. Presidential Appointee
    - i. API Heritage Festival in May - Marina from DISC and other students will take the lead in planning.
    - ii. Diversity & Inclusion in Higher Ed Leadership conference in Phoenix - Corey will be attending. Will report back at our next meeting.
  - d. Semester Conversion
    - i. Steering Committee meeting is January 15. Academic Senate had an impassioned conversation about the GE Learning Outcomes. There has not been a conversation about diversity in learning outcomes yet, because apparently they expect the overlays to cover it. As a result, the GE Learning Outcomes do not reflect any focus on diversity whatsoever. Mike Hedrick has asked for feedback. We have an investment in the GE Outcomes and would like time to respond.
4. New Business:
- a. Discussion of university mascot with Luz Calvo (time certain 3pm)
    - i. The concept of "pioneering" has a colonial history of erasing indigenous heritage in the Southwest. In particular, CSU East Bay sits on Ohlone land. This committee is a good place to open up and engage the community in a conversation about Pioneer Pete. The current version of the image came about in 2009/2010, with input from the students. Does this image represent our values today?
    - ii. Luis can bring it up with the student Semester Conversion committee and the ASI Board of Directors and students in general. Kim will attend the ASI Board of Directors meeting.
    - iii. Dianne will talk to University Advancement as well.
  - b. FDEC Policies and Procedures (corrected version)

- i. Updates or changes? Had a conversation about changing the language regarding membership. Want to include regular invited guests.
    - c. Liaison discussion (Student Affairs, Advancement, A&F)
- 5. Adjourned at 3:38