

FACULTY DIVERSITY AND EQUITY COMMITTEE

Thursday, January 28, 2016

APPROVED MINUTES

In attendance: Kim Geron (chair), Colleen Fong, Patricia Drew, Pei-Hui Hsu, Yung-I Liu, Gr Keer, Gorey Gin, Zanean McClain

Absent: Chul Kim, Dianne Rush Woods, Luis Cardenas, Diana Balgas

1. Agenda approved as amended
2. Minutes approved as amended
3. Reports:
 - a. FDEC Chair
 - i. Diversity Plan - CSUEB is working on an update (it's been 6 years since it's been updated); worked within division and cross divisions; Tom Brown was the facilitator
 - ii. Affinity Hires - hoping to push the deadline back into February to give people more time to find partners; will be discussed at Chairs Meeting with Provost
 - b. University Diversity Officer
 - i. Corey reports that the MLK event was a success. One of the things introduced was the food justice and sustainability effort, which is a collaboration between university and community around access to healthy food as a social justice issue. African American Staff & Faculty Association gave an award to Mitch Butler (outgoing chair of Music). President gave a speech. Students presented on what MLK and his legacy means to them.
 - ii. As part of the food justice and sustainability effort, LEEP is bringing chefs from different cultures to share healthy traditional meals. In collaboration with DISC and student health services, they're bringing Bryant Terry to Lassen Hall next Wed. at 5:30pm. There will also be a showing of "Soul Food Junkies" on Tues. at 2pm. Also as part of this program, Luz will give a cooking demo from her book, Decolonize Your Diet. LEEP is also looking for students from CSUEB & maybe St. Mary's to help community members from around Mandela Marketplace tell their stories for Sowing Equity project. See Corey if your students are interested in being trained for Winter or Spring.
 - iii. Corey will ask Dianne to send out the calendar for Week of Inclusive Excellence.
 - c. Presidential Appointee
 - i. Corey went to a conference in Phoenix called Building Diverse and Inclusive Leadership in Higher Education. Met with a lot of administrators

from across the country. He also did the pre-conference on hierarchical microaggressions and racial microaggressions. He will send a couple handouts to FDEC. It's important to educate the university community about microaggressions related to power differentials and the student/faculty dynamic. Colleen recommends including this information in the DSJ Handbook on the Diversity Office website. Corey reports that we're way ahead of a lot of organizations in regards to diversity advocates on search committees and having a Chief Diversity Officer. Corey will gather his thoughts and present in more detail at a future meeting about how we can move forward.

- d. Semester Conversion
 - i. 15-16 CIC 20: General Education Learning Outcomes
 - 1. We discussed wording enhancements (RED) to Areas C and D to reflect our campus commitment to diversity and inclusion and to better align with specific student learning outcomes (GREEN). Voted unanimously to approve proposed changes as attached.
4. New Business:
- a. FDEC Policies & Procedures (corrected version)
 - i. There are 11 voting members of FDEC, including the student representative, the University Diversity Officer, and the presidential appointee. Voted unanimously to approved corrected version.
 - b. Liaison discussion (Student Affairs, Advancement, A&F)
 - c. Resolution for CSUEB mascot issue
 - i. Moved to future meeting
 - d. Gender inclusive restrooms and preferred names update - Gr reports that there will be an open meeting on gender inclusive restrooms from 11-12:30 on February 10th at the DISC to discuss next steps. Gr also reports that according to Martin Castillo, student and faculty emails will now be changed in tandem with any preferred name change requests.
 - e. Resolution on African American Resources Center was approved by the ASI board.
5. Adjournment at 3:42pm.