

AMENDED Minutes

FDEC Meeting 10/22/2015 2-3:50pm LI 2250

Start Time: 2:15pm End Time: 3:45pm

In Attendance: Corey Gin, Dianne Rush Woods, Patricia Drew, Chul Kim, Kim Geron, ZÁNean McClain

Absent: Diana Balgas, Luis Cardenas, Pei-Hui Hsu, Gr Keer, Yung-I Liu, Colleen Fong, Daminna Standfield, Annette Walker

1. Approval of the agenda
2. Approval of the 10/18/15 minutes Corey motioned to approve and all were in favor
3. Reports:
FDEC Chair

Kim reached out to invite the Title IX coordinator and confidential advocate counselor, but was told that they were not able to attend today's meeting (Terry, Nyessa, and Kaitlin)

Purpose:

- Confusion when reading the students complaint procedure in who to contact
- Need help understanding how to identify and describe the procedures of making a complaint
- Legal statements that need to be posted; the poster is up but confusion of where it is posted
- As FDEC we can provide feedback to develop an easier process to helping our students understand Title IX

Kim continues with his report:

- Write a recommendation around affinity hires...
 - Kim wanted to speak to Provost first. Provost doesn't know if they will continue the searches in the future.
- Affinity hires addressed the efforts to diversify qualified candidates at CSUEB. Need to have policies that are clear if it will continue. We understand that there is a cost piece to the idea of affinity hires.
- Kim will reach out invite the FLC from last year to come and speak about affinity hires and the value of continuing to search for these positions in the 2016-2017 year and beyond.
- FDEC is not defending affinity hires, but informing the Provost at this time.
- TT hires are moving along nicely

Presidential – Dianne Woods

- Diversity training from 9-10am working with multiracial and biracial individuals

- LEEP Program, Diversity Office working with food bank to do a presentation during the week of scholarship
- Sankofa program is off to a good start; most students are African American, but not all transfer students.
- Ombudsperson staff and faculty position was discussed; only 4 applicants; using the San Marcos plan which makes it a little less cumbersome with applicants' time. Hope to screen applicants by November 2015 and hire by January 2016.
- Gender neutral restroom in the music department, two in the student service building and coming soon two in Micklejohn building.
- Preferred names policy for the past 8 months; 20 students have completed the form, but no aggressive marketing has taken place at this time
- New lactation room in the library coming 2016-2017
- Around API students – the state of higher education in CA webinar next 10/27) Tuesday 12-1:30pm
- Next Wednesday (10/28) faculty brown bag 12-1:30pm recorded webinar with discussion to follow
- Diversity Advocates and Diversity Officer went to UC Davis, UC Berkeley, Stanford which was very successful; booklets were made to handout to prospective candidates (visiting scholars, grads, etc.); various questions were asked
- For MPPS a speaker series with each cabinet member; what does a leader look like at this campus, leadership challenges, etc. Future workshops are being developed through LEEP for faculty that may want to rise to administrative level because they tend not to get a lot of training and support.
- These educational trainings can help those in different cultures understand how people perceive them as leaders and can use this knowledge to make changes if appropriate

Semester Conversion – Kim Geron and ZÁNean McClain

- Overlays has passed through the Academic Senate with the three areas (Diversity and Equity, Sustainability & Social Justice) as graduation requirements in semester conversion
- University hour is seriously being thought about on this campus
- EAB pinpointing students that are in academic
- Financial aid trying to help students transition easily
- Student pledge be posted in the dorms if possible
- Summer school and classes (self support, stateside, class waiver, stipend) during the Summer 2016 and/or Summer 2017 to help students graduate before Fall 2018

New Business: Kin Geron

- The language on the Policies and Procedures document needs to change with regard to membership; added in a couple years ago is the CAPR

- Sophie will update number 5 with regard to the Diversity Officer (not Director)
- Number 6 needs to be implemented; reorganization issues; Appointed members by the Division VP; need a data expert (Hershey)
- Next meeting November 12, 2015 at 2pm

Move to adjourn Corey Gin and all were in favor 3:45pm