

FACULTY DIVERSITY AND EQUITY COMMITTEE

Friday, November 12, 2015

AMENDED MINUTES

In attendance: Kim Geron (chair), Dianne Rush Woods, Colleen Fong, Zanean McClain, Dammina Standfield, Pei-Hui Hsu, Jillian Buckholz, Chul Kim, Gr Keer, Yung-I Liu, Corey Gin

Absent: Patricia Drew, Diana Bargas, Annette Walker

Jillian gave overview of the work of her office, including Campus Sustainability Assessment and collaboration with Office of Diversity. Bringing a diversity/sustainability idea to the CSU. 11/18 there will be a speaker at 3pm in Old UU 311 (part of Al Gore's climate leadership project) - how is this affecting communities of color, Pope's encyclical, etc. Round tables for people to talk about solutions. Raising awareness about climate negotiations in Paris next month. 10 paid student internships every year, hiring in the Spring for the Fall. Happy to come to classes to talk about sustainability. Ethnic Studies community garden space idea - there's interest. Terraced area next to MI is a possibility. Sustainability Office doesn't have capacity to run it but is in favor of a group taking the lead on it. Colleen suggests hiring a firm like Planting Justice to set it up and faculty could provide expertise on plants. Through LEEP: Sustainability Liaison Network -- try to get staff involved with sustainability with a year-long commitment (2 hrs/month) looking at a different topic every month. Pilot learning community for staff.

1. Approval of the agenda

Zanean moves, Colleen seconds, all in favor

2. Approval of 10/22/15 minutes

Zanean moves, Chul seconds, 2 abstentions (Fong & Keer), 8 in favor

3. Reports:

a. FDEC Chair:

Ombudsperson search: Kathy Hann from Math has been added to the search. Position was 50% assigned time but now it's overage (3-5 hours a week of whatever their salary is) because it was too much of a commitment.

Provost & affinity hires: Provost is trying to figure out how best to continue the program for its third year. Model, process and follow-up are being developed. Will the affinity hires be in addition to the 30 hires next year or part of that number? Second year job descriptions are in the pipeline now.

b. University Diversity Officer

Multiracial student population workshop this week was well attended. Upcoming events: Invisible disabilities workshop in January, African American students workshop in February, March is open. Ally training for Dreamers is also upcoming.

Meeting with diversity advocates for each of the faculty search committees. We're getting better at noting discrepancies and having conversations about that. Meeting with them again in March. Dianne is diversity advocate on searches for Dean of Science, VP of Finance & Provost.

Diversity council having a retreat in January. Working on what the Diversity Plan is going to look like.

Diversity & Inclusion Student Center is very active - 10-15 programs per month. MLK breakfast is Tuesday, January 19

Week of Inclusive Excellence - Last week of February, Buddy James's chorus is going to do a work on Harlem Renaissance poems in February, day of ally training and film related to Dreamers, one woman play, Alice Goffman on Thursday, training on working with students from lower economic status (Bridges Out of Poverty).

Jan. 31st - Fred Korematsu Day of Civil Liberties (Colleen is open to suggestions for activities) - maybe a visit by Steven Okazaki (documentary Days of Waiting) or the attorneys who worked to overturned Korematsu's felony conviction for resisting internment, maybe do an exhibit in the library of personal and/or homemade artefacts from the era.

c. Presidential Appointee

Video on supporting trans students for Transgender Day Of Remembrance is in production right now.

d. Semester Conversion

4. New Business:

a. FDEC Policies and Procedures (corrected version)

i. Updates or changes?

b. Liaison discussion (Student Affairs, Advancement, A&F)

c. Title IX process discussion with Caitlin Kauffman, Terri LaBeaux (3:00-3:45PM time certain)

Terri is Title IX officer. Nov. 4th student mandatory training - 266 students have taken it so far out of the 300 who registered. Let students know it's available. We're going to have staff/faculty/administrator training as well.

Caitlin is confidential advocate. She can be subpoenaed but doesn't have to testify. Faculty are "responsible employees." Any incidents must be reported to Terri. There will be training on how exactly to go about that.

Website goes into great detail about the complaint process. Contact Title IX and then you're finished. Academic accommodations for the complainant are available. Sexual harassment, domestic violence, stalking are all covered. Caitlin needs to be present immediately to be the advocate for the person doing the reporting. Right now UPD is not contacting her immediately. Students have a right to know that you have to disclose and that there are confidential options available on campus. Caitlin is in the Student Health office.

The campaign is called "It's On Us." Caitlin would like faculty to be involved in the brainstorming process about developing a website.

If students do contact UPD, they must ask for confidentiality if they don't want

their name included in the report.

5. Adjournment

3:55