

FACULTY DIVERSITY AND EQUITY COMMITTEE

Thursday, February 11, 2016

APPROVED MINUTES

In attendance: Kim Geron (chair), Chul Kim, Patricia Drew, Pei-Hui Hsu, Yung-I Liu, Gr Keer, Corey Gin, Luis Cardenas, Daminna Standfield, Diana Bargas, Dianne Rush Woods

Absent: Zanean McClain, Annette Walker

1. Agenda approved as amended
2. Minutes approved as amended
3. Reports:
 - a. Report from ASI Representative
 - i. The ASI Board of Directors unanimously adopted the resolution to create an African American Resource Center, and a Task Force is being assembled to work on cost, high impact practices, etc. Developing a diversity/sensitivity training program for faculty and staff was mentioned in the resolution. Luis's idea is to start a pilot training project with incentives for faculty to participate. He would like to start with an outside speaker who would do an in-person workshop to encourage faculty participation. Training would cover microaggressions, the importance of recognizing student life experiences, etc. Corey suggests working with Faculty Development to encourage faculty to participate, as well as communicating with Deans about incentives and a department-specific approach. Patricia suggests presenting this type of training during faculty meetings and inviting a keynote speaker for Back to the Bay. Luis will work with ASI on developing a proposal to put forward through Senate.
 - ii. Pioneer Pete - President Morishita is not in favor of changing "pioneer," but is ok changing "Pete." The ASI board feels similarly, but had mixed feelings about going back to the original mascot (astronaut). One concern is that CSUEB's image has changed a lot and we need to have some consistency. An idea that was pitched was to link up with the bookstore to put together a retro t-shirt featuring the astronaut to see how that plays with students. Corey suggests polling students to get a few suggestions to ultimately vote on. Luis will work on polling students for ideas.
 - b. FDEC Chair
 - i. Dr. Leung is retiring and his party is today. He's also being honored at the SSOS Lunar New Year celebration Wed. 2/17 in MPR from 11:30-2. Dr. Julie Wong will be giving a keynote.
 - ii. Diversity training follow-up - conversations were focused on developing the campus Diversity Plan with the Diversity Council. To get faculty input, FDEC will be involved in the process. Kim & Dianne will bring any

proposals back through this committee. One of the areas of concern is Academic Affairs.

- iii. Affinity Hires - deadline has been postponed (deadline to submit proposals to the Deans was Monday).
 - iv. Student demographic data - Diana Bargas & Dianne Rush-Woods are working on Latino Educational Achievement Partnership (LEAP) collaboration between CSUEB, SJSU, and SFSU about latinx growth in the region. In the next couple years all three campuses will be HSIs. How is the campus responding to the changing demographics of our students? Are current strategies effective? Working on a grant that would help fund campus climate survey that would compare the three campuses. There will be professional development opportunities and student focus groups. Chancellor's office has given their buy-in and this project might be considered a pilot. 47% of our incoming freshmen identify as latinx. That number has more than doubled over the last 5 years. 61% of our students are first generation and 68% receive financial aid. Submission date for the grant application is in April.
- c. University Diversity Officer
 - i. Feb 22-26 is Week of Inclusive Excellence - Dianne asks our committee to encourage folks in our areas to participate. Hayward Promise Neighborhoods outcomes will be presented. There will be workshops on diversity and sustainability, and the East Bay Singers will do a performance based on Harlem Renaissance poems. Tuesday is Dreamers Day which will include a panel, allies training, and documentary screening. Alice Goffman will be here on Thursday. On Friday, Dr. Albert Gonzalez from Archaeology will present "Whiskey, Wood, and Worldview."
 - d. Presidential Appointee
 - i. Over 65 students attended a workshop and presentation by Bryant Terry, author of Afro Vegan, co-sponsored by LEEP, DISC & Student Health. Afterword he did a cooking demo and answered questions. In March, there will be a presentation by a Guatemalan chef and in April Dr. Luz Calvo will do a demo from their book, Decolonize Your Diet. In May there will be a demo of Filipino food.
 - e. Semester Conversion
 - i. The language suggested by FDEC was adopted. The next meeting is on 2/23. Next up are the GE overlays.
4. New Business:
- a. Gender inclusive restrooms on campus
 - i. Liam Hawkyard presented a 20 minute documentary featuring cisgender students as they attempt to locate gender inclusive restrooms on campus, and his proposal to increase the number of gender inclusive restrooms on campus. The meeting was well attended, and there appears to be campus support to move forward on increasing the number of gender

inclusive restrooms as well as improving signage and access to existing restrooms.

- b. Liaison discussion (Student Affairs, Advancement, A&F)
 - i. We would like to have official liaison representation from more of the divisions, now that all three of our regular liaisons have been reorganized into Student Affairs.
 - ii. There is a First Gen Mixer on 2/24 3-5:30pm. Diana asks us to encourage our students to attend.
5. Adjournment at 3:40pm.