

AMENDED of minutes by Colleen Fong

## FACULTY DIVERSITY AND EQUITY COMMITTEE

FDEC Meeting, Thursday, February 25, 2016, 2:00 p.m.-3:50 p.m., SF 329

In attendance: Kim Geron (chair), Patricia Drew, Pei-Hui Hsu, Yung-I Liu, Corey Gin, ZaNean McClain, Colleen Fong, Sophie Rollins

Absent: Daminna Standfield, Diana Balgas, Dianne Rush Woods, Annette Walker, Chul Kim, Gr Keer, Luis Cardenas

Guest: Eileen Barrett

1. Agenda approved as amended : delete item 4a; add items 5a) FDEC response to SJSU students' dodge hate crime conviction

2. Minutes of Feb 11, 2016 approved with two abstentions (Fong, McClain)

3. Reports:

a. FDEC Chair: Kim provided an update on the Campus Diversity Plan; that the subgroups formed at the 1-22-16 meeting with Tom Brown and Associates are moving forward with the 5-6 goals identified at that meeting. These subgroups will be seeking additional members. FDEC will be working with the Diversity Council on timelines and actionable items. Kim circulated the PPT presented by Brown and said it contained a lot of useful information. Kim noted that most campuses have identified the same categories in their diversity plans but that the key is how to operationalize each section.

b. University Diversity Officer: absent

c. Presidential Appointee : Corey reported he is working on a Professional Development Program on diversity and leadership and uses some of the same resources as Brown. Corey provided an overview of the Week of Inclusive Excellence and a summary of the remaining events tonight and tomorrow. He told us that LEEP created the Food Justice Program and collaborated for two forthcoming events—one with the chef from the Hayward Area Historical Society's Cannery Café and one with Professor Luz Calvo, coauthor of Decolonize Your Diet. Corey will be sending us the dates and times of these events.

d. Semester Conversion : Eileen Barrett and ZaNean presented a PPT on the four Semester Conversion Time Module Models and posted each model (1, 1a, 2, 3, 4) on the walls for us to comment on with post-its. They introduced the Models as the work of a Semester Conversion Task Force appointed by ExComm and ZaNean is a part of the Task Force. They suggested FDEC members work in pairs to move from model to model, discuss and post comments. One student credit hour = 50 minutes. Considerable discussion took place about whether college hour: 1) meant scheduling NO classes at all (current models enable labs and activity courses to be scheduled), 2) might "hurt" our students, many of whom have jobs, children, long commutes, etc. and 3) if noontime college hour would be the best for staff members but perhaps not the best for students.

e. ASI Representative : absent

4. New Business:

a. New Fall student enrollment data: (item deleted)

b. Update on campus diversity plans: Covered in Chair's report

c. Overlays for GE: Luz Calvo asked for FDEC feedback on a draft of the Diversity Overlay and FDEC suggested the addition of "indigenous peoples" in the asterisked section. Sophie will email Julie Glass.

5. Adjournment: 3:45 PM

a. ZaNeen registered her disbelief and concern that the SJSU White students who harassed their African American roommate were NOT convicted of a hate crime (hanging Confederate flag, putting a bike lock around the roommate's neck). FDEC members decided to send a statement of concern to SJSU which ZaNeen will draft .