

## FACULTY DIVERSITY AND EQUITY COMMITTEE

Thursday, March 10 2016

### APPROVED MINUTES

**In attendance:** Kim Geron (chair), Patricia Drew, Colleen Fong, ZaNean McClain, Chul Kim, Yung-I Liu, Gr Keer (secretary), Corey Gin, Dianne Rush-Woods

**Absent:** Diana Balgas, Pei Hui-Hsu, Luis Cardenas, Annette Walker

1. Agenda approved unanimously
2. Minutes of 2/25/16 were approved as amended to include the proper spelling of ZaNean's name,
3. Reports:
  - a. FDEC Chair
    - i. Diversity Draft Overlay discussion: We are curious about the changes to the diversity overlay, in particular SLO 3. Why were the terms "sexuality" and "class" stricken out? We understand the need to streamline the SLOs and to allow for future flexibility, however this SLO as written contradicts the definition of intersectionality as developed by Patricia Hill Collins (2000). We recommend the following language: "Analyze the intersection of overlapping categories of identity, including race, gender, class, and/or sexuality, as they affect cultural group members' lived realities and/or as they are embodied in personal and collective identities;" We also suggest that an asterisk be placed in SLO 1 as follows "Describe the histories and/or experiences of one or more U.S. cultural groups\*..." to refer to the definition of cultural groups that appears at the end of the Diversity Overlay SLOs. We suggest that the phrase beginning with the asterisk also be changed as follows, in order to be grammatically correct: "...and GLBTQ (gay, lesbian, bisexual, transgender, and queer) identified people." In SLO 4, we are concerned that the phrase "mental illness" could be demeaning, and suggest that "health status" or something more neutral be considered as a replacement. We suggest that the committee consider adding a definition of social justice to the Social Justice SLOs.
    - ii. Diversity advocates debrief: People went around the room to share their process in diversifying their pool of applicants. Economics was pointed out as a barrier to hiring candidates from marginalized groups, especially if candidates are not from the Bay Area or California. Kim believes that the advocates program has been successful, and suggests there be more training for hiring committees and administrators on unconscious bias. A survey was distributed to gather information about improving the process. Next steps include streamlining the steps and moving to Interfolio to collect application materials.

- b. University Diversity Officer
    - i. 1150 people attended Week of Inclusive Excellence; sending a survey for feedback; got comments about lack of API content; will talk to affinity groups for suggestions next time; Colleen suggests book with API content for the next campus read.
    - ii. Diversity and sustainability officers come together - Jillian Buckholz & Dianne
    - iii. Selected an ombudsperson; there will be an official announcement; person will go to training; put in a request for a student staff ombudsperson.
    - iv. Launching an app in the next month that will identify the gender inclusive restrooms on campus (to be marked with WC), and Communications is creating a map.
  - c. Presidential Appointee
    - i. Food Justice Sustainability Project: March 7 - there was a cooking demonstration from Umberto of Cannery Cafe. There were about 75 attendees (mostly students). April 5th - book discussion (in collaboration with Hayward's "Book to Action") on Lentil Underground. April 19th - Cannery Cafe comes back for a cooking demonstration with sustainable and locally sourced foods (collaboration with Tennyson High School). April 21 - Food festival at City Hall in Hayward and a panel discussion on Lentil Underground. Luz Calvo and others will do cooking demonstrations. April 28 - film showing of Can You Dig This, following the lives of five urban gardeners. Corey is also doing a digital storytelling project with students and the community as part of the Food Justice Sustainability Project.
  - d. Semester Conversion
    - i. The steering committee meets tomorrow. The committee will put forward 2-3 to the Senate.
  - e. ASI Representative: no report
4. New Business:
- a. Letter regarding SJSU incident
    - i. We're facing the common threat of racism, homophobia, etc.
    - ii. We stand in solidarity with SJSU and want to engage in joint action with them.
  - b. New Fall student enrollment data
5. Adjournment