

AMENDED Minutes

Faculty Diversity and Equity Committee (FDEC) Meeting 3/9/2017 2-3:50 pm
Location SF 329

Start Time: 2:08 pm End Time: 4:01 pm

In Attendance: Patricia Drew, Alina Engelman, ZaNean McClain, Lan Wu, Yung-I Liu, Diana Balgas, Kim Geron, Dianne Woods, Carlos Salomon (replacement for Colleen Fong), Ann Marie Rivas, Gr Keer

Absent: ASI VP, Ilana Israel Samuels, Tiffany Taylor,

1. Approval of the Agenda: Kim Geron motions to approve the agenda, Lan Wu seconded; unanimous
2. Approval of 2/23/17 Minutes: No quorum was formed for the 2/23/17 meeting. No minutes to approve.
3. Reports
 - a. **FDEC chair** – Kim Geron states that the DELO position announcement is now out. He donated his time to the Chief of Police.
 - b. **University Diversity Officer** –
Dianne Woods reports that there was an unconscious bias training provided by Linda Dobb and Corey Gin and it was very interesting and was a success, and maybe in the Spring or Fall quarter it will be done again. FDEC members who attended the training stated that it was well organized and had real practice scenarios and learned about other people and culture. Native American speaker Wynomia LaDuke will be here Monday April 17, 2017 at 3:30 pm in the University Theater. April 28, 2017 Shelia Burkes may speak about lower SES students and how faculty can be more effective in the classroom.
A group of students are organizing to portray a united front to make a statement that not in our university will hate take place. Possible Freshmen read was announced. Head of the infinity hires met and are in the beginning stages thinking about having hired faculty present to the campus as a whole about their work together in May 2017.
 - c. **Presidential Appointee** –
Diana Balgas reported on undocumented student projects she has been working on. Campus and Community resources are on their updated website. Training continues to happen and hopes are to expand the training. An undocumented student task force is being developed which will include individuals at all levels. No photos of students, voices only if sharing is necessary. There is an image (half butterfly) that one (after completing training) can place outside their door that tells students that it is a safe space and safe person for them to approach if needed. Undocumented individuals who are successful are being asked to come to CSUEB as keynote speakers and speak about their journeys.
- b. **Semester Conversion** –

ZáNean McClain reports that the university hour can be non-student activities (e.g., department meeting), can provide students time to get things done, or can be organized activities. The committee hasn't been charged yet to create what it really looks like and the criteria. The co-curricular committee will support this. Diana updated that on 3/10/2017 the co-curricular committee will be given the charge. ASI has been charged to go back to the universities that has a university hour and see how the hour was assessed (if it was assessed). The above answers the FDEC members questions about what does community (university) hour look like and its criteria, and how will this hour be assessed.

Kim Geron asks that ZáNean McClain listens for how the class schedules will fit in the schedule with university hour as it seems that offering 3 units and 4 units over multiple days, will students be able to take both? Also if Friday and Saturday courses are going to be necessary so everything will fit together. All in all the committee wants to make sure first generation students and students of color needs are still being made when campus schedules (various course units, university hour, online classes, weekend days included, etc.) are decided upon.

4. Discussion:

a. UPD and immigration matters (Chief of Police Sheryl Boykins) – safe campus and UPD will not identify students, faculty or staff of diverse background and will arrest them. However, UPD does not have a detainment center, so they will take arrestees to HPD where they have their own policies and partnerships and the same rules do not apply while students, faculty and staff are their prisoners. Chief Boykins doesn't believe that federal agents will be targeting the CSUEB campus community and the state of Californian in general. Chief Boykins explained the process of arresting and arrest warrants, when UPD will assist official agents in serving warrants, and how faculty and staff should respond if approached by a law enforcement agent.

Chief Boykins further discussed that there has been an increase in hate violence (or incident) on this campus and to report it immediately to UPD if it happens or if it is heard about happening because they need to keep a record of it. This is happening nationwide. CSUEB will now be a locked campus from 11:00pm-6:00am (no longer an open campus).

b. Nation-wide anti-semitic violence and campus response – Kim Geron was approached by a member of the campus community and stated that there are a lot of unconscious bias training being offered, but can there be a anti-semitic violence trainings as well?

Diane Woods reported that a conversation is being held about anti-semitic trainings along with the unconscious bias trainings. She wants to push the commitment to diversity, equity and inclusivity to the campus community (e.g., departments). To make it part of the university as a mandate will help push this concept because trainings are not mandatory. The diversity plan that is currently being updated may include language that trainings will be required.

5. Adjournment:

Next meeting April 13, 2017 at 2:00 pm

Kim Geron motions to adjourn the meeting at 4:01 pm.