

Faculty Diversity and Equity Committee (FDEC) Meeting 5/11/2017 2-3:50 pm

Location SF 329

APPROVED MINUTES

Start Time: 2:11 pm End Time: 4:01 pm

In Attendance: ZáNean McClain, Yung-I Liu, Kim Geron, Ilana Israel Samuels, Dianne Woods, Patricia Drew, Diana Balgas, Lan Wu, Alina Engelman

Absent: ASI VP, Colleen Fong (leave), Tiffany Taylor, Gr Keer, Ann Marie Rivas, Carlos Salomon (replacement for Colleen Fong)

Guest: Matt Johnson

1. Approval of the Agenda: Dianne Woods motions to approve the agenda, Alina Engelman, seconded; unanimous
2. Approval of 4/27/2017 Minutes: ZáNean McClain motions to approve, Yung-I Liu seconded; approved with four abstentions
3. Reports
 - a. **FDEC chair** – Kim Geron discusses having an informal meeting on May 25, 2017 to provide results of the climate survey. Dianne Woods stated that a few groups answered very differently to certain questions resulting in some discrepancies.

Kim Geron discusses the harassing group that came on campus, which was discussed in detail both at the FDEC meeting and Senate meeting. He wants to discuss how to provide a safe space for students, faculty and staff when groups come to campus and may psychologically and emotionally harm our campus community.

Dianne Woods suggested we all know the Time, Place and Manner document here on our CSUEB campus. Kim Geron states that clarity needs to be addressed with some of the policies stated in the document.

Gr Keer created a document to propose a policy about UPD honoring immigration hold request since U.S. Immigration and Customs Enforcement (ICE) and boarder control were apparently spotted on campus recently. These groups can bring trauma to our CSUEB undocumented students for them to walk around campus and attend events (e.g., career fair). This document has been recommended to the Senate at this time. Dianne Woods suggest that if these groups are going to be allowed on campus, propose they come less aggressive (e.g., unmarked cars, out of uniforms, etc.).

Patricia Drew motioned to recommend a policy regarding the university's relationship with ICE and Customs and Boarder Protection, Diana Balgas seconded; approved with one abstention.

Matt Johnson, discusses the language from the Science department perspective, challenges of the current language for faculty searches. This includes a diversity statement. He states that although this idea is great and very well supported, the word "contributions" should be changed to

something that doesn't make a person feel like the statement is a barrier to who they are as a person. The new proposed statement is "Applicants are strongly encouraged to also submit a one-page diversity statement that addresses how you engage a diverse student population in your teaching, research, mentoring and advising" and maybe adding a link for applicants to review what diversity is and means to our CSUEB campus.

b. University Diversity Officer –

Dianne Woods discussed the May 17, 2017 event Racial Equity Ally Training. This event will be held between 1:00-3:00 pm in the UU Hayward/Concord room. The workshop will introduce the concept of white privilege, begin to unpack the way it works, and learn strategies for using this privilege to work for equity. It is based on Transforming White Privilege, a curriculum developed by Racial Equity Tools and adapted by a diverse, multi-disciplinary team of CSUEB faculty and staff.

Dianne Woods also discussed the Ombudsperson services and Student Affairs Diversity Training that happened between 9-11:30 am on April 4, 2017, which approximately 150 students attended and was a success.

Next year (2018), Dianne Woods' focus will be on compositional, substantive, environmental campus: climate and institutional diversity: diversity imbedded in policies and procedures.

c. Presidential Appointee –

Diana Balgas discussed the Submit and the speakers (including an undocumented community college student, and an immigration attorney). A legal fair, and workshops on topics such as legal resources available for students and contingency plans for parents that recently took place May 7, 2017, and a documentary was shown to the members that was really inspiring and that documentary ended the speakers session.

Diana Balgas discusses a student success network (a campus team) that will conduct a workshop for students about academic readiness specifically encouraging students to score higher on the Mathematics and English exams, which places them into their classes upon entering the campus.

d. Semester Conversion –

ZáNean McClain has nothing to report as the next meeting will be tomorrow (5/12/2017).

4. New Business:

a. No new business

6. Adjournment

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