

**FACULTY DIVERSITY AND EQUITY COMMITTEE APPROVED MINUTES:
THURSDAY JANUARY 25, 2018**

1. Approval of the agenda – approved by consensus
2. Approval of 1/11/2018 minutes – approved by consensus
3. Reports:

a. FDEC Chair:

ILO Rubric regarding diversity passed University Faculty Senate 1/24/18, the ILO Subcommittee did not consult with the FDEC regarding the diversity rubric construction. Process for Diversity ILO rubric operationalization began in 2013, the intention is to give an assignment, provide instruction, and see if content is sound. The FDEC may be able to provide some feedback to ILO subcommittee now or ask for rubric revisions. FDEC may want to invite Julie Stein and Jason Smith to discuss rubric construction and Linda Dobb to discuss diversity on campus.

b. University Diversity Officer:

Faculty interview process is ongoing. A few departments are trying to increase the pools of candidates.

This year, it is optional for departments to require a diversity statement. The College of Science made it mandatory; the mandatory diversity statement made it clear who has experience and who does not. It is a great step forward, and there should be a diversity statement going forward for all faculty applicants.

Issues hiring diverse faculty: CSU doesn't pay as highly as other CSUs and some other community colleges. It may be beneficial to be upfront about salary information when advertising. There have been previous murmurings about a faculty village, but there isn't enough room for student housing. We have had some success recruiting local candidates so that they don't have sticker shock regarding housing costs. Moreover, diverse faculty candidates may have student loans and a lack of startup fund which increases difficulty in moving to the Bay Area.

Isabel Perez passed away last week. Missed very much by peers and colleagues.

Week of inclusive excellence was successful. AJ Walker came to campus to give out awards to various diverse groups. Chancellor Tim White came at the end of the week.

c. President's Appointee Report:

Diane Guerrero, author of the Freshman Fresh Read book will be on campus 2/22. Center for Community Engagement will help host her visit. There will be a day on a local high school campus (Tennyson) that made art related to her visit' the art will be posted here on campus. Looking at having a fair while she is here – possible a “know your rights” fair.

Continued work and assistance ongoing in the community for DACA students. Some students featured in recent Pioneer article were surprised to find their pictures in the newspaper or were displeased by the quote that was used. ICE is starting to do a lot of checks in the area. Kim Geron sent a link to a Berkeley paper re: the university's obligation to protect students.

d. Semester Conversion Committee Report:

Things are moving rather quickly. Fall and summer schedules should be going live in early February.

e. DISC Report:

Film series kicking off tonight; featuring a speaker talking about a 21st century toolbox. Kickoff for the series – Black professionals coming in once a month so students can envision themselves in careers after graduation.

Black history month is coming up. Many events.

Queer events: 20+ submissions for panels & events.

Firming up guest lecture series. Accepting proposals for “Beyond the Chalk” lectures until 2/15. Highly encourage faculty to extend learning beyond the classroom.

f. ASI: representative not in attendance

4. Discussion / Future Agenda Items:

a. Statement regarding student newspaper and undocumented students

Many committee members responded via email. This is something we really need to take into consideration. While the discussion has been about newspaper, the question is about whether there are also assignments in class that may lead to disclosure. Include a statement about a faculty component.

Faculty can get prickly about what they can and cannot assign. Asking student journalists to be aware of potential ramifications to students lives when their identities are disclosed.

In reference to President's support for students. We can strongly suggest that the faculty be sensitive to DACA and undocumented students. We adopted "FDEC statement on protecting vulnerable students." Letter to student newspaper

b. UDO search discussion

As Dianne Rush Woods is FERP-ing next year, committee discussed additional thoughts or things they would like to see on job description:

- Indicate that we keep the diverse standard high; we are an incredibly diverse institution, first gen and low SES
- Not include a specific definition of diversity, but rather that diversity is an evolving concept.
- Qualifications – that the CDO has previous experience as a faculty member
- Ph.D level position
- Experience working around co-curricular issues.
- Go back and look at senate recommendations from a few years ago.
- Set as an agenda item for next time.

c. Creation of a campus-wide diversity advocates program

Initial discussion about whether it would be useful to keep in contact with department Diversity Advocates and meet a few times a year. They may enable FDEC to really expand diversity awareness and they could become diversity advisors for their departments. Would also be nice for students to have a diversity advocate in the department. Make it something that faculty get service credit for.

5. Adjournment