

**FACULTY DIVERSITY AND EQUITY COMMITTEE APPROVED MINUTES:
THURSDAY OCTOBER 26, 2017**

1. Approval of the agenda – approved by consensus
2. Approval of 10/12/2017 minutes – approved by consensus
3. Reports:
 - a. FDEC Chair: Dr. Sarah Taylor (Social Work) will attend today's meeting to discuss food justice research on CSUEB campus. We will also discuss campus climate survey results.
 - b. University Diversity Officer:
 - i. The Diversity Office and the DELO are preparing for feedback for departments' search committees regarding 28 faculty positions available this academic year.

More departments are asking candidates to submit diversity statements compared to previous years. This is the first year that Diversity Officer / DELO have strongly encouraged departments to request / require diversity statements.

University Diversity Officer will sign off for advertisement, for telephone interview short list, and for campus visit list

Faculty is more diverse than 5 years ago, and departments seem more attuned to need for faculty that can reach the diverse needs of our students. This makes a strong impact on our students' educational experiences. CSUEB is the most ethnically diverse campus in mainland US.
 - ii. Umoja Day on 10/27. This is a statewide program for African American Student Support at community colleges; it is related to our SanKofa. This year, we're doing outreach to all Umoja groups and inviting them to campus 10/27.
 - iii. Had 23 applications for diversity teaching grant; 13 applications were approved.
 - c. President's Apointee Report:
 - i. Three transfer student learning communities are currently in effect. Part of learning community goal is to make every class count. Many transfer students have used a lot of their student financial aid monies & may run out of aid before graduation.

- ii. Student Success Network. Funded by state of Cali & housed at Sac State. Working on Grad initiative 2025 goals. College readiness, assessment, math lab, English readiness and math readiness. Math labs = campuses write proposals about problems they would like to solve. CSUEB is participating in the math lab this year.
- iii. Transfer team conveniencing, approx. 12 campuses will convene. African-American & Latinx students are less successful than white & Asian students on campus. We have a transfer academy, transfer honor society, It would be useful to look at classes with high fail rates and see if they are more likely to be low SES students, students of color
- iv. Fall 2017 class: 49% of first year students are Latino/a. More data available at: [csueastbay .edu/admissions](http://csueastbay.edu/admissions).
- v. Last week was “Protect Dreamers Advocacy Week.” – activities included sending postcards to congress. Collected over 500 postcards to send.

d. DISC: representative not in attendance

e. ASI: representative not in attendance

4. Discussion / Future Agenda Items:

- a. Campus climate survey: no discussion
- b. Food Security Discussion: Dr. Sarah Taylor discussed grant project researching food insecurity issues on the CSUEB campus. Food insecurity is an aspect of student success. Stepsky Foundation is funding the research, and they are interested in supporting students who may have issues with food insecurity and similar challenges. First year of grant will be a needs assessment; figuring out how the type of support food insecure students need. Collaborative research meetings are beginning soon; on 11/8 Dr. Taylor is hosting the first strategy sessions that will brainstorm barriers/facilitators to success. In this research, faculty, students, and administrators will collaborate and build a logical model to work on this. Second year = pilot, implement, and evaluate intervention.
 - i. Dr. Lael Adediji from Renaissance scholars, a campus program for former foster youth, noted that some of her students have food insecurity issues. She will be involved in the project.

ii. Things that may be included:

1. Baysync issues – multiple layers of sign-ins. Seems like students need to have an administrator approve application. However, they really don't. Is baysync presenting an unnecessary barrier?
2. Confusing website that indicates students need to apply to access campus food banks, but they really don't.

5. Adjournment