

Faculty Diversity & Equity Committee APPROVED Minutes
May 10, 2018

In attendance: Lan Wu, Carlos Salomon, Danvy Le, Dianne Rush Woods, Diana Balgas, Jess Murphy, Gr Keer, James Catiggay, Alina Engelman, Patricia Drew

Guests: Robyn Perry, Louie Ramos

1. Agenda (DRW/JM/approved)
2. Minutes (/ /approved)
3. Reports
 - a. FDEC chair - no report
 - b. UDO report
 - i. Strategic Plan for Inclusion, Equity, and Diversity - please look over and give comments; will go into effect for 2018-2020; Rocio will contact FDEC members after May 15 to retrieve paper copy with written comments
 - ii. Dianne's last day is June 29; FERPing back to Social Work to teach
 - iii. CSU workshop on recruiting diverse faculty for Presidents, VPs and Diversity Officers on June 28; meeting for CSU diversity officers June 29
 - iv. Dianne's retirement party is May 22 at 3pm
 - c. Presidential Appointee
 - i. Application to CA Campus Catalyst Fund was submitted with evidence of unfunded work campus has already been doing to support undocumented students; waiting to hear back May 15 about whether we're invited to the second round; requested to fund an Undocumented Student Resource coordinator and supplies
 - ii. Cultural graduations are coming up: Lavender Grad Celebration May 29th, Black Grad Celebration June 6th, Chicanx/Latinx Grad Celebration June 7th, Asian/Pacific Islander Grad Celebration June 7th
 - iii. Transfer Academy - 6/12-15; currently accepting apps (already have nearly 100 applications) priority list closes the 11th and there will be a waitlist; 75 spots; WST bootcamp, faculty research, international experiences, career advising, etc.
 - d. Semester Conversion
 - i. Last meeting was last Friday
 - ii. Co-curricular and Student support had last meeting on Monday
 - iii. Uhour conversations continue on 5/22 - assessment of the time module
 - iv. Ongoing senate discussion around calendar being modified re: when grades are due and if is Intersession state funded or self-support?
 - e. DISC
 - i. Tunnel of Oppression wrapped up yesterday
 - ii. API month is coming up; festival in a few weeks + regular workshops
 - iii. Beyond the Chalk call went out today through newsletter and Massmail and SA listserv - submit names of folks (can usually fund up to \$3000); goal is to have the entire academic year selected by the summer so we

can advertise starting in the Fall for 2018-19; ~900 attendees total; final lecture is Dr. Jonathan Higgins 5/19

- iv. YAF group update - they are trying to become a recognized student org; having difficulty finding an advisor; they're pushing back but everything is documented; they've been Tweeting about the DISC saying we're taking down their posters but DISC staff has been instructed not to do so; if you see them defacing others' flyers/doors, document and report to James Carroll and Chief Boykins (do not remove)
 - f. ASI - no report
4. Business/discussion items:
- a. 17-18 FDEC 1: Statement on Protecting Vulnerable Populations
 - i. Carlos & Jess will refine
 - b. DRAFT Pioneer Pete retirement resolution
 - i. Discussion about history of mascot & potential for retiring Pete
 - ii. Dianne suggests a campus survey to gather information; Students will approach ASI about possibility of survey; Jess suggests polling our native students; Andretta suggests a system-wide digital petition; Lan suggests doing focus groups first to narrow down potential choices to propose to the students
 - iii. Students are doing research in the University Library Archives and David Bailey in Athletics is doing research in their archives and will get back to us
 - iv. Students suggest holding a contest to design the new mascot for a scholarship reward
 - v. James suggests reaching out to alumni for their thoughts as well
 - vi. Andretta suggests we include "and all people who are concerned" each time Native Americans are mentioned in order to emphasize allyship and to strengthen our argument
 - vii. Carlos suggests we edit the first Whereas to clarify
 - c. Diversity in hiring practices
 - i. Discussion about "*We Are All for Diversity, but...: How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change*" article from Harvard Education Review
 - ii. Dianne asks us to share and discuss this article with our colleagues - How does this relate to our recruitment and hiring practices?
 - iii. Dianne suggests drafting a resolution regarding diverse hiring and its relationship to graduation rates, student success, etc.
 - iv. Patricia suggests a session at Back to the Bay about shaping dynamic and diverse departments.