

California State University East Bay  
APPROVED minutes of the Faculty Diversity and Equity Committee (FDEC)  
October 25, 2018

Present: Carlos Salomon (Ethnic Studies, Chair/DELO), Diana Balgas (Presidential Appointee), Sinan Goktan (Accounting & Finance), Mariana Guzzardo (Human Development & Women's Studies), Patrick Huang (Chemistry & Biochemistry), Anndretta Wilson (Ethnic Studies), James Catiggay (EOP), Isaiah Avila De La Cruz (ASI)

Visitors: Marguerite Hinrichs (Student Life & Leadership), Elisa Brice (Student Life & Leadership)

Absent: Kim Baker-Flowers (UDO), Ardella Dailey (Educational Leadership), Gr Keer (LIB), Danvy Le (Political Science), Jessika Murphy (DISC), Ann Marie Rivas (Risk Management)

Start time: 2:10 pm

1. Approval of agenda: (M/S) Balgas/Guzzardo
2. Approval of 10/11/18 minutes: (M/S) Guzzardo/De La Cruz
3. FDEC Chair report
  - The FDEC Chair gave an update on the faculty searches currently in progress.
  - The FDEC Chair contacted CAPR about the requirement for FDEC to comment on departmental 5-year reports. Currently awaiting further instructions from CAPR.
4. UDO report: None
5. Presidential Appointee report
  - The Presidential Appointee reported on the recent GANAS award from Excelencia in Education in the Baccalaureate category. The award recognizes programs that increase success of Latinx students.
  - The Presidential Appointee gave an update on recent immigration awareness activities.
6. ASI Report: None
7. DISC Representative report: None
8. 2017–18 Chemistry & Biochemistry 5-year report
  - Departments were not instructed by CAPR to discuss diversity in the 5-year program reports. The Chemistry & Biochemistry report is a ~ 175 page report that includes tables on student and faculty demographics in the appendices, but because no additional discussion on diversity was requested, none was provided.
  - The committee discussed how to proceed with the 5-year reports, and the need to revise the CAPR instructions on the 5-year reports to include specific instructions on diversity assessment.
9. Discussion on use of the word “Greek”

- The use of the word “Greek” to describe fraternities and sororities is not appropriate and accurate.
- Representatives from Student Life & Leadership were present at the meeting and support changing the usage. They will update all their documentation to remove the use of the word “Greek”, and expect this to be complete by Fall 2019.

Adjourn: 3:30 pm

Respectfully submitted,

Patrick Huang