

FACULTY DIVERSITY AND EQUITY COMMITTEE APPROVED MINUTES

2-28-2019

Present: Carlos Saloman, Danvy Le, Lee Adams, Andretta Wilson, Claire Valderama-Wallace, Meaghan McCollow, James Catiigay, Mariana Guzzardo, Sinan Goktan, Michael Lee

DRAFT Minutes

1. Approval of the agenda: Andrea: add time change of Kim moves, Danvy seconds
2. Approval of 2/14/19 minutes: Mariana approves, Lee seconds
3. Reports:

a. FDEC Chair

- introduction to Michael Lee: call for new DELO, voting at next ExComm meeting, two candidates. Changing time of meetings - to 1p. Michael Lee is working on it, to shift committee times to be match with to teaching blocks. There's a procedure to be followed, but FDEC can make a recommendation to support the request.
- MI: address issues of sexist/racist flyers that are being posted on walls. Student organizing to "take back MI Hall". All rights and views should be respected. Learning moment for students. Curating Social Justice Fb page for students for their Taking back MI Hall. Can be found under groups.
- Received document back - updating FDEC policy. Based on two words that showed up on a previous minutes, voted to include words, but they weren't included.
- First meeting of Pioneer Pete change committee change.
- Need to address diversity rubric changes that we've been working on for the past month. Five year review of each department based on rubric designed to assess their commitment to diversity. Goal: Be ready in the next month or so. Should be going through Academic Senate shortly
- Mariana announcement: CFA affirmative action: Goals - similar to goals of FDEC, focus on supporting and promoting diversity in CFA and CSU, protect faculty from discrimination. Train faculty members on awareness on unconscious biases they might have. Transform the way we hire, recruit, retain, faculty.

b. University Diversity Officer

- Existing posting policy that applies to general board as well as dept specific policy. Creative solutions -- ppl are allowed to have own opinions. Current policy : allowed to post advertising college event, program or activity.

- Undocumented students - Leaders in this have left CSUEB, Suzanne and Martin Castillo will be designated point person for undocumented students. Try to get UnDocuAlly bring trainer back to CSUEB.
- Pioneer Pete task force: President wants recommendation by April. Should we have a mascot, what should it look like, what does it mean to be a Pioneer -- will have town halls - in afternoon and evening. Surveys and what mechanisms work best for each audience. Faculty, staff, students, and alums. Website is being created history of Pioneer mascot.
- Week of inclusive Excellence - March 25-29. Shifting focus. WEek to celebrate East Bay, excellence at East Bay. Theme: Challenging injustice. Developing activities. MOving forward, will be celebrating excellence at EB. Next year, will be having Excellence Awards
- Funding for faculty fellows - Piloting with Native American, African American, Latinx. Stipend and money to attend conferences. Person will have office hours in the DISC. Faculty serve as informal mentors and is identity based work. Jessika sent out call to participate in Heritage Month. Need faculty leadership. Direct line between academic, social and support. Interdisciplinary collaboration. Engage students in this kind of dialogue.
- Back to the Bay - Subcommittee on instruction - theme: Inclusion. Call go out in the week or so. Shifting the structure to make it more experiential kind of learning.
- QueerCon is this weekend

c. Presidential Appointee

- Welcome Day April 20 - maybe, conflicts with 5k. Still narrowing times. Open houses hosted by Colleges; President does a welcome address. Workshop and sessions. For newly admitted students to get them started on their way.
- Outreach team is in SoCal getting recruitment out. Admission sessions for Central Valley and SoCal to start connecting with students there. Receptions places include Anaheim, Riverside, Central Valley. Email Diana if you want to see the list of those departments are represented.
- Transfers are down perhaps bc shift in focus of getting first year students
- Students invitation to Tao Sigma Honors society -- recognize transfer students who excel academically.

d. ASI: not present

e. DISC: not present

4. Old Business:

a. 18-19 FDEC 3: Updating of FDEC Policies and Procedures document:

- Sent back bc of wording inconsistency. “Historically underrepresented faculty”
- Section 1.2:
 - Original: Study and report on issues relevant to increasing faculty campus diversity, and;

- Changed: Study and report on issues relevant to increasing **both** campus diversity and **the representation faculty who have been historically underrepresented.**
- Change in by-laws: Possible to have ethnic studies and women studies representation on committees. Unless Chair is from these departments, but need a voting member. So change to have a representative assigned by these departments to be able to have a vote. Possible to have lecturer appointed. **Put on agenda for next meeting: Membership on FDEC from Ethnic Studies and Women Studies**
-
- b. **14-15 CAPR 8**: Proposal to add Diversity Rubric to the Academic Program
 - review document. Breaking up into working session.
 - Carlos will go through and remove all the editing and committee can go through it once more. Include link to Strategic Mission, etc.
 - Consider expanding the Rubric from 3 threshold to 5 threshold
 - **Invite someone from the Sciences how to integrate diversity into their courses, invite Jesus Oliver from Math; Pascual Guiton from Biology.**
 - Continue next meeting

Review Policies and Procedures

5. Discussion:

- a. Gender Recognition Act (not discussed bc representative not present)
 - i. **SB 179 Fact Sheet**
 - ii. Chancellor White's **memo**
- a. **Time slot for committee: Next meeting agenda**

6. Adjournment: 3:47