

AMENDED MINUTES FACULTY DIVERSITY AND EQUITY COMMITTEE

3-14-2019

Present: Carlos Saloman, Danvy Le, Lee Adams, Claire Valderama-Wallace, Meaghan McCollow, James Catiigay, Sinan Goktan, Jessika Murphy, Mariana Guzzardo, **Andretta Wilson**, **Diana Balgas**

Minutes

1. Approval of the agenda: Jess approves; Lee seconds
2. Approval of 2/14/19 minutes: Meghan approves; Jess seconds
3. Reports:
 - a. FDEC Chair:
 - Nick Baham elected new DELO. Brainstorm to see what roles, challenges we need to address, anything else to discuss with Nick.
 - Faculty searches are over, but many candidates have dropped out bc how late in the process we are . In the future, the process should begin in the summer and have campus visits in the December
 - MI racist flyer -- Social Movements and Art class: Theme is Take Back MI Hall Students want to do an exhibit in MI, open exhibit 4096. Photography, works of art. Last week of classes -- opening on May 9th.
 - b. University Diversity Officer (reported by Jess)
 - Faculty fellows call went out, will hopefully be in the newsletter as well. Wants to move up the hiring date for this as well
 - Recommendation been made that every dept has a comprehensive diversity statement. Chairs of each committee and the diversity advocate need to meet with UDO before phone interviews. All diversity advocates need to be tenured faculty.
 - Trans Nonbinary task force to submit to Pres cabinet to include all gender bathrooms on campus. Multi stall in all bathrooms. Preferred name change, included on diplomas.
 - Week of Inclusive excellence last week in March. Diversity Advisory Council climate survey on entire campus -- 20192020 complete survey of entire campus

quantitative and qualitative. Connect with Jessica Weiss to have theme be Diversity, Equity and Inclusion

- Spring 2020 award ceremony for diversity

c. Presidential Appointee:

- April 20th Welcome Day. Website is active. Postcards going out next week. Recruiting all around CA now
- Enrollment Information Center opening up two Saturdays and two Wednesdays to help get students financial aid or help get paperwork filled out to solidify decision to come to EB.
- Virtual appointment queue so students can do other things and be notified about their appointment.

d. ASI: not present

e. DISC:

- Heritage month committee starting. Still looking for people to serve on various committees. Get all events planned prior to the end of this semester so that faculty can include them into their syllabi
- Black History Mobile Museum in lieu of Tunnel of Oppression. April 24 and 25, MPR in New Union.
- Jess will be going on parental leave

4. Old Business:

a. [18-19 FDEC 3](#): Updating of FDEC Policies and Procedures document:

- Finished :)

b. [14-15 CAPR 8](#): Proposal to add Diversity Rubric to the Academic Program

Review Policies and Procedures

- **Andretta and Mariana worked on refining the rubric and presented their work to the committee. They presented a draft of the rubric in grid format and facilitated discussion on completing examples in each area.** Included the following: Effectiveness each dept has around these issues -- faculty and student diversity. Scaled the score. Provide recommendation along with the score. How issues are addressed in the class, how to teach diff't groups of people.
- Do we use the same rubric for sciences and social sciences. Should the point system be diff't for sciences and social sciences.
- How will faculty gather evidence for these items. Consider the Five Year Review process and what evidence can committee use. Statement on dept website, syllabi. Department gathers data to give reviewers.

- Consider including a column for example of each criteria. Worked on refined rubric examples.
- Consider incentivizing STEM departments to include diversity in their pedagogy.
- Turn in at the end of this semester and will go to Senate in the Fall.

5. Discussion:

- a. Role of diversity, equity, and inclusion within the sciences w/ Dr. Pascale Guiton (time certain 3p)
 - Highlight contribution of scholars and those who contributed to the field who have been previously marginalized or overlooked -- going beyond white men
 - Designing problems and being mindful of examples that are diverse -- i.e. names used, places visited. To make it more relevant to student body.
 - Active learning -- small groups, intentional grouping students to make groups equitable.
- b. Gender Recognition Act
 - i. [SB 179 Fact Sheet](#)
 - ii. Chancellor White's [memo](#)

6. Adjournment: 3:56