

Faculty Diversity & Equity Committee
APPROVED Minutes
August 23, 2018

Present: Carlos Salomon; Isaiah Avila-De La Cruz; Gr Keer; Ardella Dailey; Kim Baker-Flowers; Sinan Goktan; Jess Murphy
Guests: Mark Karplus; Sarah Knudsen
Absent: Diana Balgas; Danvy Le; Ayona Chatterjee

1. Introductions
2. Minutes: motion (Ardella)/second (Sinan)/approved unanimously
3. Election of committee Secretary - tabled until next meeting
4. Reports:
 - a. FDEC Chair
 - i. Diversity is not a very empowering term. Equality serves the mission of the University better. This year's agenda will look at issues of equality and continuing an atmosphere of equality.
 - b. University Diversity Officer
 - i. Introduction; operates out of theory of social justice; interested in campus history as well as potential gaps and areas for improvement, and incorporating best practices; equitable student success is the center of all the things that she does
 - c. Presidential Appointee - no report
 - d. ASI - no report
 - e. DISC
 - i. Welcome Back mixer next Thurs. 12-1
 - ii. DISC has been busy for the start of the year
 - iii. DISC has faced severe budget cuts. University doesn't cover programmatic costs, only the director position and six student employees. Last year added staff position (administrative coordinator). Have now had that staff position removed. ASI provides small programming and catering budget. DISC hosts over 100 programs a year with over 5000 attendees. Due to these budget cuts, the DISC will close at 5pm M-Th and 4pm on Fridays. No longer doing popular thematic months. Space is no longer reservable. Rationing paper. Beyond the Chalk will continue; Tunnel of Oppression is unclear.
5. New Business:
 - a. FDEC Policies & Procedures
 - i. Review for next meeting
 - b. 17-18 FDEC 1: Statement on Protecting Vulnerable Populations
 - i. Passed unanimously as a statement to University Senate
 - c. Pioneer Pete

- i. Change last sentence to “LET IT BE RESOLVED, that the university will set up a taskforce with broad campus representation to find an appropriate image as the new mascot for CSU East Bay.”
 - ii. Change first sentence to “WHEREAS, in April 2018 the California Faculty Association has condemned three CSU mascot...”
 - iii. Add fourth whereas that states “WHEREAS, Pioneer Pete reinforces the imagery and perpetuation of colonialism, manifest destiny, and the oppression of many diverse populations. And;”
 - iv. Passed unanimously
6. Discussion
 - a. Discussion about diversity in hiring practices
 - i. More training, more accountability, more protection for diversity advocates is needed. We should apply best practices and models to this program. Ideas: require diversity advocates to be tenured and go through more comprehensive training. Who can change this?
7. Ardella (motion to adjourn)/Kim (second)/passed unanimously