CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY DIVERSITY & EQUITY COMMITTEE

FDEC Approved Minutes, October 13, 2010

Members Present: Terry Jones (Chair), Annette Walker (PEMSA), E. Maxwell Davis
(Women’s Studies), Daminna Standfield (MATS), Linda Dobb (Presidential Appointee to the
Committee), Diana Balgas (Academic Affairs/Office of the Provost), Gale Young (CLASS),
Korey Brunetti (Library).

Guests Present: Diane Rush-Woods (Chair, Academic Senate)

The meeting was called to order by the Chair at 2:15 pm.

1. Call to Order – approval of agenda/minutes

2. New member: Korey Brunetti, Sr. Assistant Librarian is joining the committee, he will be
filling the position vacated by Lori Townsend.

3. Diane Rush-Woods presented the committee with the Cabinet’s recommendation in response
to the Diversity Plan; titled “University Diversity Action Plan”
   a. Actions suggested in this plan:
      i. Change wording in description of diversity: Inclusiveness: Honor Diversity
         in all its Manifestations (vs multicultural). This will not change the Diversity
         Plan verbiage as it is a living document.
      ii. As proposed by senate member who sited that current Plan does not
          include the GLBT community
      iii. Centrality: Keep Diversity in the ForeFront of Univ Planning and Operations
           i. Each division is expected to report on its progress with respect to
              diversity - PEMSA to monitor reports
      iv. Community: Expand UPABC Charge
           i. (No longer just a budget committee)The University-Wide Planning
              Assessment and Budget Committee is being clarified and expanded to
              cover diversity more explicitly and the membership is being
              redefined. UPABC will be responsible for ensuring that diversity
              continues to be a core element of strategic planning.
           ii. Chair of FDEC will be a member of this committee.
      iv. Accountability: Publish the results of planning efforts and surveys
      v. Rewards & Recognitions: Plan Events & create new traditions
         (students&faculty)
           i. No penalty section for non compliance?
      vi. Responsibility in our Academic Context: Institutionalize Diversity Learning
          Outcomes

4. FDEC Work Plan & Timeline for the Year
   a. FDEC Work plan
      i. Determine what we expect FDEC role to be and define to Academic Senate
      ii. Write a response to Diversity Action Plan
      iii. Work with ASI to incorporate Diversity into student activities
i. Committee discussed adding an ASI member to committee, all were in agreement.

iv. Courses have multicultural Learning Outcomes
v. Redefine multicultural in Mission statement
vi. How do we get the pulse of the GBLT community
   i. Campus climate survey?
   ii. Blogs?

vii. Diversity Plan Phase II – What are the next steps?

viii. Role of diversity in Faculty hiring criteria

ix. Campus Climate Survey

x. Diversity Day Event; should we do it again?

b. FDEC work plan should define committee membership composition
   i. Members - Affirmative Action Officer(1), 1 from each school: CLASS, Business, Science, CEAS= (4), Women Studies (1), Ethnic Studies(1), Library (1), Presidential Appointee (1) = 9 committee members total
   i. Liaisons appointed for this year to be discussed further

c. Committee discussed writing a formal response to University Diversity Action Plan
   ii. Maxwell Davis will draft outline for response
   iii. It was suggested that in our response we commond the cabinet for work done thus far and request that members of cabinet and FDEC collaborate to come up with revised plan for Spring 2011 and take control of how UPABC will be utilized.

d. Committee discussed Diversity Day Awards/Thank you Letters
   iv. Maxwell Davis to draft Thank you letter
   v. Winners: PEMSA & Speech Pathology

e. Update FDEC website
   i. Divisions
   ii. Committee Members

Meeting was adjourned at 3:45pm

Our next meeting will be on October 27th, 2010.