CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY DIVERSITY & EQUITY COMMITTEE

Approved Minutes January 27, 2010

Members Present: Terry Jones (Chair), Linda Dobbs (Presidential Appointee to Committee), Gale Young (CLASS), Lori Townsend (Library), Ken Curr (College of Science), Paul Wright (Social Work), Daminna Standfield (MATS), Annette Walker (PEMSA), Diana Balgas (Academic Affairs/Office of the Provost) and E. Maxwell Davis (Women’s Studies)

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

The chair asked for reports from members about the tasks assigned at our last meeting:

Annette Walker reported that the multipurpose room has been reserved for two dates: May 14 and May 21. Annette reported that the President is available between 9 and 10 am. We decided to use the May 21 date for the Diversity Fair. Annette also reported on meeting with PEMSA and indicated that they are good to go with goals and objectives.

Terry Jones, Linda Dobbs and Annette Walker discussed the need to wait for the new Provost to begin work before addressing his role in the Diversity Plan with him.

Paul Wright reported that he and Gale Young have an appointment to meet with Susan Opp from APGS next week and that Linda Nolan has met with reps from CLASS.

Maxwell Davis and Lori Townsend reported that they met with Linda Dobbs of the Library last week and will meet with the Concord campus administration representatives on February 9.

Daminna Standfield reported that she and Jerry met with John Charles in IT and alerted them to the upcoming Diversity Fair.

Terry Jones reported that he met with Terry Schwartz, who originally said we can’t think about diversity because of budgetary issues and in fact some of these decisions have been written up because they directly impact diversity.

Ken Curr reported that he has begun to create a list of issues to be addressed by a new Diversity committee within the COS as well as a program focused on retaining COS majors and increasing retention and graduation rates, especially for African American and Latino male students.

Diana Balgas reported that she met with Rhea Williamson at ORSP and Carolyn Nelson at CEAS, briefly because Carolyn is new, but she also followed up to get an update.

Terry Jones asked Linda Dobbs to discuss deadlines for publication of the final report; she reported that she pursued this with Arthurlene Towner was told that publication is being held up by an incomplete Appendix B.
Terry indicated that he asked Arthurlene to assist him with editing the Executive Summary and she declined. He asked if anyone else would assist and Linda Dobbs offered to give Terry feedback on drafts of both the Executive Summary and the invitation for the Diversity Fair.

The committee moved on to planning issues for the Diversity Fair. We discussed the need to determine the criteria for winners of Diversity Fair awards. Ideas include:

- Formulation of goals and objectives regarding addressing diversity issues on campus
- Demonstration of progress toward identified goals and objectives
- Evidence of leadership in diversity issues on campus
- Evidence of commitment to addressing diversity issues on campus
- Evidence of using best practices in staff training and development around diversity issues
- Demonstration of vision to address diversity in the University or college, complexity of goals and commitment to those goals
- Use of resources to address diversity in the University or college

Linda suggested creating a Diversity calendar in the form of a laminated bookmark.

We discussed diversity concerns around inclusion and access as they are being impacted by budgetary issues, admissions issues, enrollment limitations, impacted programs, etc, all of which raise red flags around the University’s ability to meet diversity goals.

Annette asked if committee members are advocating for these issues around campus, and raised the issue of whether or not we as a committee are included in dialogue at the right times and places to have an impact on decision making that affects diversity issues. Are we included where we need to be? Are we addressing issues with HR? Shawn Bibb and Chris Brown?

Gale reminded us that “negativity clearly seen is intelligence.”

We will check to see if we created diversity goals for the Foundation as part of Business & Finance last year...we’re not sure. Linda suggested that we need to collect data on who got admitted, who came, who stayed, who left, who got fired, etc, etc, etc, especially in September. Terry indicated that he will draft a letter to HR.

Our next meeting will be on February 10, 2010. Terry will try to send out reminders for meetings in order to sustain/improve attendance.

The meeting was adjourned at 3:43 p.m.

FDEC website: http://www.csueastbay.edu/senate/fdec.htm