Faculty Diversity & Equity Committee APPROVED Minutes
May 10, 2018

In attendance: Lan Wu, Carlos Salomon, Danvy Le, Dianne Rush Woods, Diana Balgas, Jess Murphy, Gr Keer, James Catiggay, Alina Engelman, Patricia Drew
Guests: Robyn Perry, Louie Ramos

1. Agenda (DRW/JM/approved)
2. Minutes ( / /approved)
3. Reports
   a. FDEC chair - no report
   b. UDO report
      i. Strategic Plan for Inclusion, Equity, and Diversity - please look over and give comments; will go into effect for 2018-2020; Rocio will contact FDEC members after May 15 to retrieve paper copy with written comments
      ii. Dianne’s last day is June 29; FERPing back to Social Work to teach
      iii. CSU workshop on recruiting diverse faculty for Presidents, VPs and Diversity Officers on June 28; meeting for CSU diversity officers June 29
      iv. Dianne’s retirement party is May 22 at 3pm
   c. Presidential Appointee
      i. Application to CA Campus Catalyst Fund was submitted with evidence of unfunded work campus has already been doing to support undocumented students; waiting to hear back May 15 about whether we’re invited to the second round; requested to fund an Undocumented Student Resource coordinator and supplies
      ii. Cultural graduations are coming up: Lavender Grad Celebration May 29th, Black Grad Celebration June 6th, Chicano/Latinx Grad Celebration June 7th, Asian/Pacific Islander Grad Celebration June 7th
      iii. Transfer Academy - 6/12-15; currently accepting apps (already have nearly 100 applications) priority list closes the 11th and there will be a waitlist; 75 spots; WST bootcamp, faculty research, international experiences, career advising, etc.
   d. Semester Conversion
      i. Last meeting was last Friday
      ii. Co-curricular and Student support had last meeting on Monday
      iii. Uhour conversations continue on 5/22 - assessment of the time module
      iv. Ongoing senate discussion around calendar being modified re: when grades are due and if is Intersession state funded or self-support?
   e. DISC
      i. Tunnel of Oppression wrapped up yesterday
      ii. API month is coming up; festival in a few weeks + regular workshops
      iii. Beyond the Chalk call went out today through newsletter and Massmail and SA listserv - submit names of folks (can usually fund up to $3000); goal is to have the entire academic year selected by the summer so we
can advertise starting in the Fall for 2018-19; ~900 attendees total; final lecture is Dr. Jonathan Higgins 5/19

iv. YAF group update - they are trying to become a recognized student org; having difficulty finding an advisor; they’re pushing back but everything is documented; they’ve been Tweeting about the DISC saying we’re taking down their posters but DISC staff has been instructed not to do so; if you see them defacing others’ flyers/doors, document and report to James Carroll and Chief Boykins (do not remove)

f. ASI - no report

4. Business/discussion items:
   a. 17-18 FDEC 1: Statement on Protecting Vulnerable Populations
      i. Carlos & Jess will refine

   b. DRAFT Pioneer Pete retirement resolution
      i. Discussion about history of mascot & potential for retiring Pete
      ii. Dianne suggests a campus survey to gather information; Students will approach ASI about possibility of survey; Jess suggests polling our native students; Andretta suggests a system-wide digital petition; Lan suggests doing focus groups first to narrow down potential choices to propose to the students
      iii. Students are doing research in the University Library Archives and David Bailey in Athletics is doing research in their archives and will get back to us
      iv. Students suggest holding a contest to design the new mascot for a scholarship reward
      v. James suggests reaching out to alumni for their thoughts as well
      vi. Andretta suggests we include “and all people who are concerned” each time Native Americans are mentioned in order to emphasize allyship and to strengthen our argument
      vii. Carlos suggests we edit the first Whereas to clarify

   c. Diversity in hiring practices
      i. Discussion about “We Are All for Diversity, but…”: How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change article from Harvard Education Review
      ii. Dianne asks us to share and discuss this article with our colleagues - How does this relate to our recruitment and hiring practices?
      iii. Dianne suggests drafting a resolution regarding diverse hiring and its relationship to graduation rates, student success, etc.
      iv. Patricia suggests a session at Back to the Bay about shaping dynamic and diverse departments.