



COMMITTEE ON DIVERSITY AND EQUITY (CODE)
MINUTES OF THE MEETING OF 10.01.18

Approved: 10.15.18

CALL TO ORDER:

An informal meeting began at 1.35pm while waiting for quorum. The Vice-Chair officially called the meeting to order at 2.32pm.

ROLL CALL:

VOTING MEMBERS

DOSU, TABZEERA Library LIB At-Large Sp. 2019 (absent), **FLICKINGER, PHILIP** Theatre & Dance A&L At-Large Sp. 2020, **GHOSAL, TORSAL** English A&L At-Large Sp. 2019 (absent), **HOFFMAN, JAMIE** Recreation, Parks & Tourism Administration HHS At-Large Sp. 2020 (absent), **KNIFSEND, CASEY** Psychology SSIS At-Large Sp. 2021, **WILLIAMS, EBONY** Graduate & Professional Studies EDU At-Large Sp. 2020 (absent), **ZEIGLER, DAVID** Mathematics and Statistics NSM At-Large Sp. 2019, **FIELDS, BRONWYN** Nursing At-Large Sp. 2021, **VACANT** Faculty Senator Sp. 2019.

NON-VOTING/EX-OFFICIO MEMBERS

BISHOP, WILLIAM, Human Resources Sp. 2019, **PEIGAH, ANTONIA**, Faculty Senate Ex-Officio, Faculty Senate Chair Sp. 2019 (absent), **VERMEIRE, DIANA TATE**, Office of Inclusive Excellence, Executive Director Sp. 2019 (absent), **HUMPHREYS, TONY**, ASI Representative, Sp. 2019, **VACANT** University Staff Assembly, Sp. 2019

OPEN FORUM:

- Introductions of members to new ex-officio member, Tony Humphreys.

APPROVAL OF THE AGENDA:

Moved: Philip Flickinger/David Zeigler. Approved.

APPROVAL OF THE MINUTES FROM 05/07/2018:

Moved: Philip Flickinger/Bronwyn Fields. Approved (2 abstained).

APPROVAL OF THE MINUTES FROM 09/17/2018:

Moved: Casey Knifsend/David Zeigler. Approved.

BUSINESS:

- **Standing Area Updates**
 - William Bishop provided an update from Human Resources – The University is considering a revised Risk Management structure that could include a dedicated disabilities department - with an ADA Director and an ADA coordinator reporting to them. ADA is complex and would benefit from a department with this as a primary focus. They hope to be advertising soon to fill these positions. 2 years ago there was a self-evaluation plan that resulted in a report which was not widely shared (although is publically posted). ADA coordinator would address the issues that were raised in this plan. There was also a parallel transition plan focused on solely on construction / physical environment needs – some of this work is already underway, but more work needed.



SACRAMENTO STATE

Faculty Senate

- **Review / Discussion of Possible Future Initiatives for CODE (continuation of discussion at 9/17/18 CODE Meeting-see minutes)**
 - AA/EOR training
 - William (Skip) Bishop – provided some history of AA/EOR training. Given to HR as a responsibility based on a UARTP policy. Skip’s vision is for a more effective training program with faculty leading. Coordinating with CFA (who have a full day program) or bringing in outside people. Train the trainer model might work. Skip will have more conversations with people around moving forward.
 - Next 1 day CFA workshop on this will be on October 5th at Sac State
 - Skip concerned that unconscious bias training should be required more broadly – not just tenure track faculty (staff, other faculty, students, others).
 - David – still a lot of confusion – people don’t know how to conduct themselves at interviews. This presents an opportunity for discussion. New faculty, staff, others should be required as well.
 - Bronwyn – in addition to the hiring committee knowing this, perhaps this information should be provided to those applying for jobs, so that they can report bias in interviews.
 - Tony Humphreys explained that ASI priorities this year include the achievement gap. Want to be intentional about addressing this.
 - Identify ways this is being addressed on campus
 - Identify ways that students can be involved in this
 - Instruction is a big component of the achievement gap
 - ASI has internal committees – including a diversity work team.
 - Open forum “from diversity to inclusion” for students to talk about issues of race and diversity – possibly scheduled for November.
 - Panel of students and breakout groups for deeper discussion
 - David – Mathematics has a big issue with this. PAL (peer assisted learning) and PARC (peer academic resource center) Closed the achievement gap in pre-calculus, Stat 10A and other courses. EO1110 mandate to address this. Changed courses, supplemental instruction (this supplemental instruction is really working well – getting data on outcomes). Money from Chancellor. ASI representative for the College of Mathematics and Science will meet with Math Dept.
 - Casey – very interested in the student contribution to addressing achievement gap. Composition of activities (student clubs for example) on campus does not reflect the student body. Qualitative research on why some students not involved. Race and ethnicity is one issue described.
 - Programs to increase faculty diversity. Office for Faculty Advancement (Dr. Brian Oppy) is in charge of this. Perhaps ask them to come and talk to us.
 - Tony – Potential for a yearly or twice-yearly meeting or forum as a means of coordinating all the efforts, including CODE, Diversity Council, ASI, all the “affinity” groups (e.g. council on affirmative action), Perhaps breakout groups into major initiatives or cross cutting themes – diversity, graduation, etc.

ADJOURNMENT: The meeting was adjourned at 2.45pm