



**COMMITTEE ON DIVERSITY AND EQUITY (CODE)
MINUTES OF THE MEETING OF 09.17.18**

Approved: 10.01.18

CALL TO ORDER:

The Chair called the meeting to order at 1.32pm.

ROLL CALL:

VOTING MEMBERS

DOSU, TABZEERA Library LIB At-Large Sp. 2019, **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 (absent), **PEIGAH, ANTONIA**, Faculty Senate Ex-Officio, Faculty Senate Chair Sp. 2019 (absent), **VERMEIRE, DIANA TATE**, Office of Inclusive Excellence, Executive Director Sp. 2019, **VACANT**, ASI Representative, Sp. 2019, **VACANT** University Staff Assembly, Sp. 2019

OPEN FORUM:

- No discussion.

APPROVAL OF THE AGENDA:

Moved: Casey Knifsend/Bronwyn Fields. Approved.

APPROVAL OF THE MINUTES FROM 05/07/2018:

Deferred.

BUSINESS:

- **Welcome from Committee Chair**
- **Member Introductions and Interests**
 - Tabzeera Dosu “concept of inclusive excellence” creating an environment where everyone can feel welcomed and included, harness that willingness to participate at the individual level moves the organization forward. That’s why interested in CODE – to contribute to making things better
 - Diana Tate Vermeire – believes in inclusive excellence and making sure that the institution is working to achieve this
 - David Zeigler – diverse background, limited minorities in STEM – surrounded by diversity – wants to share his experience and viewpoint with committee, in department, creating a more rich environment
 - Casey Knifsend – research on understanding how childcare afterschool programs can reduce prejudices, working on gateway course with “project lunch”, learning and expand own knowledge



SACRAMENTO STATE

Faculty Senate

- Bronwyn Fields – public health background, committed to equity
- Philip Flickinger – sense of diversity within his program. First generation students amongst the student body – very important. Students are given the opportunity to express themselves within the program, and students and family can see opportunities to use this education more broadly.
- **2018/19 CODE Meetings**
 - Tabzeera Dosu asked the committee members present does their schedule fit with the CODE meeting schedule? David – mostly, Casey – yes, Bronwyn – yes
- **Election of CODE Vice-Chair** <https://www.csus.edu/senate/other-senate-committees/diversity-and-equity.html>
 - Bronwyn nominated and approved – unan.
- **Standing Area Updates**
 - Role of ex-officio members working with this committee. Committee is a faculty senate committee and so has a faculty focus. We need connection to other university offices and committees. As yet, no senator appointed to CODE. Contribution of Diana Tate Vermeire, contribution of William Bishop. We need an ASI rep for this semester.
 - Tabzeera will try to reach out more this year to others in the university community to build the CODE agenda and focus.
- **Possible Future Initiatives for CODE**
 - Tabzeera – last year Hmong Report shared by Dr. Vang. He spoke about the number of Hmong students not reflected in the faculty and staff of the university. This puts a burden of faculty and staff to mentor “their own”. What is the role of CODE showing up as allies of underrepresented student groups to support the faculty and staff who might be part of this. Hmong male leadership circle on Sept 29th – CODE members could contribute at this event.
 - Tabzeera – trying to work with different groups to help move other initiatives forward, and by default moving CODE initiatives forward. The CODE committee has the potential for contribution through the range of ex-officio members of CODE
 - Raise the profile of CODE and contribute as an ally
 - E.G. Achieving the success of kings and queens – student academic success day September 24th 10 – 3pm
 - What is the role of CODE – faculty senate asks for input from us (referrals) on issues of importance, but these do not come regularly. What else could we do? We have time to create our own initiatives, or contribute to others. What is it that we can do? What are we passionate about? Have we heard about a need? Do we need more information about a topic?
 - Bronwyn – Ed equity money – avenue for advocacy and exploration – College level discretion, possible exploration to ensure transparency of allocations. Diana – understand how each College uses its own Ed Equity liaison (to the Campus Educational Equity Committee) and budget
 - David – campus climate survey – what happened to it? Diana - data being analyzed. Diversity Council for the University working on the distribution plan. Distribution will likely happen this semester. Different levels of dissemination of findings – some at College level with more detail, some at the University level. With feedback, this will form the basis of a University Plan.



SACRAMENTO STATE

Faculty Senate

- Casey – hiring – support for faculty after hire (especially those with “cultural taxation” based on minority status). What is out there currently? Office of Faculty Advancement and Diana’s office – responsible for supporting recruitment and retention efforts. 2018 Faculty Development Pipeline Program – sustainability options? OFA retention efforts. Institutionally – how to support the faculty affinity groups to support in recruitment and retention of faculty?
- Tabzeera – “the majority of students are trending to decline to state their ethnic backgrounds”. How does that affect funding of programs and tracking of recruitment and retention efforts? If that trend continues what are the implications? Are we able to create a structure where everyone can function – regardless of this information? Does this drive funding? Should we be concerned?
 - Diana - If this is a mechanism that we use to push back about the oppression that is built into our structures, then we should be concerned.
 - Tabzeera – level of detail regarding race and ethnicity (e.g. sub-categories of Asian very different)
 - Casey – are survey participants given sufficient detail to understand how this information will be used, and why it is being collected
 - Diana – in the faculty climate survey there was some pushback, and some fear about how this information will be used, what do people feel comfortable sharing about themselves. Can we build trust, are the surveys allowing students / faculty / staff to express who they are?
- David – lots of confusion and deep discussion at AA/EOR training, with people unsure about fundamental things.
 - Diana – this training is within the UARTP remit (UARTP governs faculty searches and requires the AA/EOR). There are opportunities for Faculty Senate to have an input into this, and room for improving the AA/EOR training.
 - Philip – search committee set in Fall, and serve for a year, so perhaps this is why no training offered in the Spring
 - Philip – dilemma around diversity goals – at university or at the department level. Diversity gaps may look very different in different departments.
 - Tabzeera – supports additional training and broader role for AA/EOR faculty.
- Plan for next meeting to review initiatives and select for something for action

ADJOURNMENT: The meeting was adjourned at 3.00pm