Current Agenda (archived agendas and minutes below):

Archived Agendas:

Committee on Equity and Antiracism Meeting Agenda

Thursday, May 2, 2024 from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2024)
- **Peter Krause**, TT Faculty Representative (2023-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-Spring 2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance:

Welcome to the 5/2 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**

A. Approval of Minutes from 4/25/24 (see below).
B. Approval of agenda.
C. One more meeting May 9, 2024? Not on calendar.
D. Remaining ex-officio seats outreach for next semester.
E. Peter elected chair by acclamation for 2024-25

VI. **Charge**

VII. **New Business**

A. Final Report planning
B. Recommendations for changes to our charge in the Senate Bylaws?
C. Other?

VIII. **Continuing Business**

A. Summer work opportunity

B. Senate
   i. Unit Bylaws Policy
   ii. Resolution on the Censure of Provost Avila
   iii. **ECS ITEP** had First Reading at Senate
   iv. Passed at Second Reading on Apr 30, 2024
      1) Name Change for CME and CIA
      2) NTTF Council Policy (also see NTTF Council FAQ)
      3) Administrator Review Policy
      4) Course Withdrawals Policy
      5) Add Policy
      6) Resolution in Support of an Early Alert System

C. ITRQ from CEAR regarding parking fees for students as an equity issue – Danny

D. Intake process for CEAR review – update from Exec officers meeting.

E. "PROMPTS FOR REVIEWING POLICY WITH AN EQUITY LENS Tool" draft

F. NTTF Equity TAsk Force Report and Provisional Council

G. Labor and land Acknowledgement discussion

H. Definitions – such as "servingness"

I. GPS and PPS Revision Recommendations –

J. Tenure Track Faculty Hiring & Retention Handbook almost finished.

K. Updates from Senate Exec (as needed)

L. Update from Senate (as needed)

M. Report to Senate Exec. (as needed)

N. Report to Senate (as needed)

O. For approval:

Committee on Equity and Antiracism Meeting Agenda

Thursday, April 25, 2024 from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2024)
- **Peter Krause**, TT Faculty Representative (2023-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-Spring 2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance:

Welcome to the 4/25 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**

A. Approval of Minutes from 4/18/24 (see below).
B. Approval of agenda.
C. Weekly meetings on calendar through to May. May cancel if no urgent business.
D. Remaining ex-officio seats outreach for next semester..

VI. **Charge**

VII. **New Business**

A. First Reading of Bachelor of Arts in Early Childhood Studies Integrated Teacher Education Program (ITEP)
    1. Equity concern for NTTF - Mari
B. Resolution to Affirm the Cozen O'Connor Report initiated by Staff Council
C. Other items of new business?

VIII. **Continuing Business**

A. Nominations for Standing Commttee Chair Elections closes tomorrow 4/26.

B. Summer work opportunity

C. Senate
    i. Resolution on Censure of Provost Avila has had revisions.
    ii. Unit Bylaws Policy – feedback from three Brown Bags and this padlet. Faculty Affairs is doing a deep review. On list for Second Reading for 4/8, but maybe not ready until last meeting on 5/18.
    iii. Second Reading items
        1) Name Change for CME and CIA
        2) NTTF Council Policy (also see NTTF Council FAQ)
        3) Administrator Review Policy
        4) Course Withdrawals Policy
        5) Add Policy
        6) Credit for Prior Learning Policy
        7) Resoution in Support of an Early Alert System

D. ITRQ from CEAR regarding parking fees for students as an equity issue – Danny

E. Intake process for CEAR review – update from Exec officers meeting.

F. "PROMPTS FOR REVIEWING POLICY WITH AN EQUITY LENS Tool" draft

G. Non-Tenure Track Faculty Equity Task Force Report and Provisional Council

H. Labor and Land Acknowledgement discussion

I. Definition of “servingness”

J. GPS and PPS Revision Recommendations –

K. Tenure Track Faculty Hiring & Retention Handbook almost finished. Retention My task is to develop the Q & A section of the Retention unit. More POC junior TT faculty are leaving.

L. Updates from Senate Exec (as needed)

M. Update from Senate (as needed)

N. Report to Senate Exec. (as needed)

O. Report to Senate (as needed)

P. For approval:

Committee on Equity and Antiracism Meeting Agenda

Thursday, April 18, 2024 from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2024)
- **Peter Krause**, TT Faculty Representative (2023-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-Spring 2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O’Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?

- Vacant, Ethnic Studies Council representative?

In attendance:

Welcome to the 4/18 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V.

VI. **Housekeeping**

A. Approval of Minutes from 3/28/24 and 4/4/24 extended meeting (see below).
B. Approval of agenda.
C. Weekly meetings on calendar through to May. May cancel if no urgent business.
D. Remaining ex-officio seats outreach.

VII. **Charge**

VIII. **New Business**

A. Summer work opportunity
B. Senate
    1. First Reading Items at Senate
        a) Resolution on Censure of Provost Avila
        b) Unit Bylaws Policy
        c) Administrator Review Policy
        d) Course Withdrawals Policy
        e) Add Policy
        f) Credit for Prior Learning Policy
        g) Resolution in Support of an Early Alert System
    2. Second Reading Items at Senate that will carry over to next meeting
        a) Name Change for CME and CIA
        b) NTTF Council Policy (also see NTTF Council FAQ)
    3. Passed: Faculty Office Hours Policy
C. Other items of new business?

IX. **Continuing Business**

A. Elections
B. Revisions of Unit Bylaws Policy
C. ITRQ from CEAR regarding parking fees for students as an equity issue – Danny
D. Intake process for CEAR review update
E. “PROMPTS FOR REVIEWING POLICY WITH AN EQUITY LENS Tool” draft
F. Non-Tenure Track Faculty Equity Task Force Report and Provisional Council
G. Labor Acknowledgement discussion
H. Definitions – “servingness”

I. PPS Revision Recommendations

J. Tenure Track Faculty Hiring & Retention Handbook

K. Professional Development **S.A.F.E. Training**

L. Updates from Senate Exec (as needed)

M. Update from Senate (as needed)

N. Report to Senate Exec. (as needed)

O. Report to Senate (as needed)

P. For approval:

Committee on Equity and Antiracism Meeting Agenda

Thursday, March 28, 2024, from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-Spring 2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance:

Welcome to the 3/28 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V.

VI. **Housekeeping**

A. Approval of Minutes from 3/7/24 (see below).
B. Approval of agenda.
C. Weekly meetings on calendar through May. May cancel if no urgent business.
D. Remaining ex-officio seats outreach.

VII. **Charge**

VIII. **New Business**

A. None
B. Others?

IX. **Continuing Business**

A. Elections

B. Revisions of Department Bylaws Policy – to finalize with FAC and NTTF Provisional Council for submission to Senate Exec on 4/4

C. Updateon the Creation of an intake process for requests by faculty for CEAR to review items – “guardrails”

D. “PROMPTS FOR REVIEWING POLICY WITH AN EQUITY LENS Tool” draft

E. NTTF Equity Task Force Report and Provisional Council

F. Labor Acknowledgement discussion
Land Acknowledgement and Chumash Advisory Council

G. Parking fees for students as an equity issue.

H. Status of “servingness” definition dissemination

I. PPS Revision Recommendations – still with FAC

J. Tenure Track Faculty Hiring & Retention Handbook almost finished

K. Equity Summit @ CI, Friday April 5, Dr. Estela Bensimon keynote address

L. Updates from Senate Exec 3/26

   i. Approved Senate Agenda for April 2 meeting. Includes Office Hours Policy Second Reading and Policy establishing NTT Council as part of Senate First Reading.

   ii. Passed motion unanimously to ask President for an investigation into six past searches

M. Update from Senate (as needed)

N. Report to Senate Exec. (as needed)

O. Report to Senate (as needed)

P. For approval:

Committee on Equity and Antiracism Meeting Agenda

Wednesday, March 7, 2024, from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance:

Welcome to the 3/7 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V.

VI. **Housekeeping**

A. Approval of Minutes from 2/22/24 (see below).
B. Approval of agenda.
C. Next Meeting 3/28, after Spring break.
D. Remaining ex-oficio seats outreach.

VII. **Charge**

VIII. **New Business**

A. Parking fees for students as an equity issue
B. Others?

IX. **Continuing Business**

A. Faculty Office Hours Policy
B. Subcommittee on By-laws Policy and Revisions of Department Bylaws update
C. PPS Revision Recommendations
D. Update from Mark, Carolee, and Peter on the Creation of an intake process for requests by faculty for CEAR to review items – “guardrails”
E. Non-Tenure Track Faculty Equity Task Force Report
F. CEAR policy review tool draft.

G. Labor Acknowledgement discussion and Land Acknowledgement and Chumash Advisory Council
H. Faculty Hiring & Retention Handbook.

I. Equity-focused professional development opportunities - please share widely
   i. Equity Summit @ CI

J. Project updates (as needed)

K. Updates from Senate Exec. (as needed)

L. Update from Senate (as needed)

M. Report to Senate Exec. (as needed)

N. Report to Senate (as needed)

O. For approval:

Committee on Equity and Antiracism Meeting Agenda

Wednesday, February 22, 2024, from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

Welcome to the 2/22 Meeting

I. **Ground in**

II. **Land Acknowledgement (volunteer needed)**

III. **Interruption Statement (volunteer needed)**

IV. **Community Agreements**

V. **Housekeeping**
   A. Approval of Minutes from 2/8/24 (see below).
   B. Approval of agenda.

C. Next Meeting 3/7
D. Remaining ex-oficio seats outreach.

VI. **Charge**

VII. **New Business**
A. First Reading of Faculty Office Hours Policy

VIII. **Continuing Business**

A. Creation of an intake process for requests by faculty for CEAR to review items

B. Non-Tenure Track Faculty Equity Task Force Revport review by CEAR

C. Subcommittee on By-laws Policy and Revisions of Department Bylaws update

D. Tools for reviewing policies and documents from an equity lens

E. Labor Acknowledgement discussion

F. CEAR participating in finishing the Faculty Hiring & Retention Handbook.

G. Equity-focused professional development opportunities

H. Project updates (as needed)

I. Updates from Senate Exec. (as needed)

J. Update from Senate (as needed)

K. Report to Senate Exec. (as needed)

L. Report to Senate (as needed)

:

Committee on Equity and Antiracism Meeting Agenda

Wednesday, February 8, 2024, from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)

- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance:

Welcome to the 2/8 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**
   A. Approval of Minutes from 11/29/23 (see below). Approved.
   B. Approval of agenda. Approved.
   C. Meeting again next week, resuming the regular schedule.
   D. Remaining seats outreach.
      1. Unity Coalition - [Karina represents them for Exec]
      2. Ethnic Studies – Carolee reached out to Dr. Chavaria

VI. **Charge**

Senate Committee on Equity and Anti-Racism. The responsibilities of the Senate Committee on Equity and Anti-Racism shall include:

i. All work of the committee shall be through the lens of: equity, anti-racism, diversity and/or inclusion, as they are currently defined and as pertains to faculty.

ii. New policies, policy changes, and any campus-wide shared definitions in the following areas shall be reviewed by this Committee: faculty hiring; MPP hiring; retention, tenure and promotion; compensation and workload; unit, department or

program bylaws; and revisions, additions and evaluations to campus-wide shared definitions

iii. Any other policy or other governing documents such as Program/Department bylaws, may be referred to this committee from the senate, or senate exec, or from any faculty member, for the purpose of review

iv. Reviews and recommends the University's methods to improve recruitment, hiring and retention of diverse faculty and ensure equity in compensation and workload, accounting for cultural taxation. Advocate for similar conditions for all CSUCI employees.

v. Advocates for access to programming to educate faculty (and other campus employees) about Diversity, Equity, Inclusion and Anti-Racism

vi. Heightens faculty's awareness of the campus' diversity, equity, and inclusion goals, policies, and procedures; and works with Colleges and Departments to achieve these goals

vii. Prepares, with the assistance of Faculty Affairs, an annual report on diversity, equity, and inclusion to be presented to the Faculty Senate, with recommendations, in the spring semester. This report shall include:

1. Areas in which policy and procedure, and funding need to be established to promote equity, anti-racism, diversity, and/or inclusion
2. Short-term and long-term goals for campus diversity, equity, and inclusion, and evaluates progress toward achieving those goals

VII. **New Business**

A. N0ne

VIII. **Continuing Business**

A. Final comments on GPS for FAC, and PPS guidelines
B. Math Peer Observation tool
C. Update on Creation of an intake process for requests by faculty for CEAR to review items
D. Non-Tenure Track Faculty Equity Task Force Report
E. Subcommittee on By-laws Policy and Revisions of Department Bylaws update
F. Labor Acknowledgement discussion
G. Land Acknowledgement and Chumash Advisory Council
H. Faculty Hiring & Retention Handbook
I. Tools for reviewing policies and documents from an equity lens
J. Equity-focused professional development opportunities - please share widely

i. Racial Equity Leadership Alliance - Office of the President

1) **Erasure of AAPI and Native American Students and Employees**
Monday, February 12th, from 10 AM - 12 PM
Register for the February 12th event

2) **Using Survey Data to Improve Campus Racial Climate**
Monday, March 4th, from 10 AM - 12 PM
Register for the March 4th event

` K. Project updates (as needed)

B. Updates from Senate Exec. (as needed)

C. Update from Senate (as needed)

D. Report to Senate Exec. (as needed)

E. Report to Senate (as needed)

Committee on Equity and Antiracism Meeting Agenda

Wednesday, February 1, 2024, from 3:30 to 5:00 pm via Zoom:

Committee (voting members):
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

Attending:

Welcome

I. **Ground in**

II. Land Acknowledgment (volunteer needed)

III. Interruption Statement (volunteer needed)

IV. Community Agreements

V. Housekeeping:

Approval of Minutes from 11/29/23 (see below).

Approval of agenda.

Remaining seats outreach.

VI. New Business

a. Equity-focused professional development opportunities – please share widely

VII. Continuing Business

a. GPS and PPS guidelines
b. Math Peer Observation tool
c. Creation of an intake process for requests by faculty for CEAR to review items
d. Non-Tenure Track Faculty Task Force Report
e. subcommittee on Bylaws Policy and Revisions of Department Bylaws update
f. Resolution in Search of Search Integrity
g. Labor Acknowledgement discussion
h. Land Acknowledgement and Chumash Advisory Council - update?
i. Faculty Hiring & Retention Handbook
j. Tools for reviewing policies and documents from equity lens

Project Updates (as needed)

Update from Senate Exec. (as needed)

Update from Senate (as needed)

Report to Senate Exec. (as needed)

Report to Senate (as needed)

Committee on Equity and Antiracism Meeting Agenda

Wednesday, November 29th 2023, at 3:30 to 5:00 pm via zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)

- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Rebecca Slocum,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

IV. Community Agreements

V. Housekeeping:

Approval of Minutes from 11/15/23 (see below).

Approval of agenda.

Housekeeping: Last meeting of semester 12/6. Spring meeting schedule doodle poll.

Remaining seats outreach.

VI. New Business

a. Non-Tenure Track Faculty Equity Task Force Report

b. Resolution in Search of Search Integrity

   i. Possible Time Certain with Jennie Luna re: Native American Indigenous Studies – past search result and new search

c. Collaboration meeting on 12/5 with URTPC members, CEAR, and FAC regarding GPS and PPS

d. Creation of an intake process for requests by faculty for CEAR to review items

VII. Continuing Business

a. Math Peer Observation tool discussion follow up.

b. General Program Standards and Guidelines to Revise Program Personnel Standards from Faculty Affairs to align with new RTP policy
(Cf. New Business c above)

c. subcommittee on Bylaws Policy and Revisions of Department Bylaws update

d. Labor Acknowledgement discussion: Caraolee draft drawing from examples from Carolee from Washington Center and Danna Lomax from Learning for Justice

e. Land Acknowledgement and Chumash Advisory Council - update

f. CEAR participating in finishing Faculty Hiring & Retention Handbook.

g. Tools for reviewing policies and documents from equity lens

h. DEI Professional Development Opportunities: Washington Center, Building Antiracist White Educators, San Marcos SACNAS folders

i. AHSIE possibility in March.

Project Updates (as needed)

Update from Senate Exec. (as needed)

Update from Senate (as needed)

Report to Senate Exec. (as needed)

Report to Senate (as needed)

Committee on Equity and Antiracism Meeting Agenda

Wednesday, November 15th 2023, at 3:30 to 4:45 pm via zoom:

Committee (voting members):
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim**, TT Faculty Representative

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Courtney Gross/ Rebecca Slocum,** Representative from Staff Council (will alternate)
- **Leniha Lagarde**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

IV. Community Agreements

V. Housekeeping:

Approval of Minutes from 11/8/23 (see below).

Approval of agenda.

Housekeeping: TT Rep Amira Ibrahim! Leniha Lagarde Student Rep!

Remaining seats outreach.

Meeting schedule adjustments to account for Thanksgiving week. Meetings 11/29 and 12/6

VI. New Business

a. Math Peer Observation tool.

VII. Continuing Business

a. TT faculty job announcements and CFA/NTTF concerns

b. review of guidelines for revision of Program Personnel Standards from Faculty Affairs to align with new RTP policy

c. subcommittee on Unit Bylaws Policy and Revisions of Department Bylaws

d. Native American Indigenous Studies – past search result and new search

e. Tool(s) for reviewing policies and documents from equity lens: CEAR policy review tool, ELF tool

f. Labor Acknowledgement draft.

g. Land Acknowledgement and Chumash Advisory Council

h. CEAR participating in finishing Faculty Hiring & Retention Handbook. DEI Professional Development Opportunities, conference materials in Tools folder: Washington Center, Building Antiracist White Educators, San Marcos SACNAS folders

    i. AHSIE possibility in March.

Project Updates (as needed)

Update from Senate Exec. (as needed)

Update from Senate (as needed)

Report to Senate Exec. (as needed)

Report to Senate (as needed)

Committee on Equity and Antiracism Meeting Agenda

Wednesday, November 8th 2023, at 3:30 to 5:00 pm via zoom:

Committee (voting members):
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- Vacant, TT Faculty Representative

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Courtney Gross,** Representative from Staff Council (will alternate)
- **Vacant**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant, Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Unity Coalition representative?
- Ethnic Studies Council representative?

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

lV. Community Agreements

V. Housekeeping:

Approval of Minutes from 10/25/23 (see below).

Approval of agenda –

Housekeeping:

a. New members: Pilar Pacheco for Mission Centers; Courtney Gross for Staff Council (will rotate)
b. Remaining seats outreach: Unity Coalition, Student, Ethnic Studies Council, TT position

c. Jamie Ferns resigned.

VI. New Business

a. TT faculty job announcements and CFA/NTTF concerns

b. Meeting schedule adjustments – Thanksgiving week. Can we meet back to back before or after Thanksgiving instead of meeting the day before?

c. Possible subcommittee on Bylaws Policy and Revisions of Department Bylaws

d. Conferences

i. SACNAS – report from those who went

ii. AHSIE in March?

VII. Continuing Business

a. review of guidelines for Revision of Program Personnel Standards from Faculty Affairs to align with new RTP policy

b. Native American Indigenous Studies – past search result and new search

c. Rubric(s) for reviewing policies and documents from equity lens

d. Labor Acknowledgement discussion: Examples from Carolee from Washington Center and Danna Lomax from Learning for Justice.

e. CEAR participating in finishing Faculty Hiring & Retention Handbook.

f. DEI Professional Development Opportunities,

i. Washington Center

ii. Building Antiracist White Educators

iii. San Marcos folder

Project Updates (as needed)

Update from Senate Exec. (as needed)

Update from Senate (as needed)

Report to Senate Exec. (as needed)

Report to Senate (as needed)

Committee on Equity and Antiracism Meeting Agenda

Wednesday, October 25th 2023, at 3:30 to 5:00 pm via zoom:

Committee:
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- Vacant, TT Faculty Representative

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Vacant,** Representative from Staff Council
- **Vacant**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- **Jamie Ferns,** Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- Unity Coalition representative?
- Ethnic Studies Council representative?
- Mission Centers representative?

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

lV. Community Agreements

V. Housekeeping:

Approval of Minutes from 10/11/23.

Approval of agenda

Housekeeping: Remaining seats outreach: Student, Staff Council, TT, Unity Coalition, Ethnic Studies, Missin Centers

VI. New Business

a. Labor Acknowledgement

VII. Continuing Business

a. CEAR participation requested in finishing Faculty Hiring & Retention Handbook.

b. DEI Professional Development Opportunities
c. review of RTP Policy for CEAR guidelines for PPS and GPS review
   i. Revised GPS provided by FAC
   ii. FAC provided PPS guidelines

d. Native American Indigenous Studies search result

e. Rubric(s) for reviewing policies and documents from equity lens - building on tools in development from last year –By laws, CEAR policy review tool draft, ELF

Project Updates (as needed)

Update from Senate Exec. (as needed)

Update from Senate (as needed)

Report to Senate Exec. (as needed)

Report to Senate (as needed)

Committee on Equity and Antiracism Meeting Agenda

Wednesday, October 11th 2023, at 3:30 to 5:00 pm in BTW 1188 and via zoom:

Committee:
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- Vacant, TT Faculty Representative

Ex-oficio
- Vacant, Executive Director of Equity and Inclusion

- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Vacant,** Representative from Staff Council (spring 2023)
- **Vacant**, Student Representative (spring 2023)
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- **Jamie Ferns,** Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- NTTF Task Force/Council representative?
- Unity Coalition representative?
- Ethnic Studies Council representative?
- Mission Centers representative

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

IV. Community Agreements

V. Housekeeping:

Approval of Minutes from 9/27/23 (see below).

Approval of agenda – any new business to add?

Housekeeping: Remaining seats outreach.

VI. New Business

a. CEAR participation requested in finishing Faculty Hiring & Retention Handbook.

b. Others?

VII. Continuing Business

a. DEI Professional Development Opportunity, Washington Center

b. review of RTP Policy for CEAR guidelines for PPS and GPS review

c. NAIS Studies search result – ITRQ feedback.

d. Rubric(s) for reviewing policies and documents from equity lens - building on tools in development from last year

i. By Laws tool draft

ii. CEAR Policy review tool draft.

iii. process to settle on tools to be ready for review?

e. Equity Lens Framewoork – feedback

Project Updates (as needed)

Update from Senate Exec. (as needed)

Update from Senate (as needed)

Report to Senate Exec. (as needed)

Report to Senate (as needed)

Committee on Equity and Antiracism Meeting Agenda

Wednesday, September 27th 2023, at 3:30 to 5:00 pm in BTW 1188 and via zoom:

Committee:
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- Vacant, TT Faculty Representative

Ex-oficio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Vacant,** Representative from Staff Council (spring 2023)
- **Vacant**, Student Representative (spring 2023)
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- **Jamie Ferns,** Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- NTTF Task Force/Council representative?
- Unity Coalition representative?
- Ethnic Studies Council representative?

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

IV. Community Agreements

V. Housekeeping:

Approval of Minutes from 9/13/23

Housekeeping: CFA Rep Mari Estrada! Remaining seats outreach.

Approval of agenda

VI. New Business

a. DEI Professional Development Opportunity, Washington Center – registration links emailed

b. Others?

Continuing Business

a. review of RTP policy for CEAR guidelines for PPS
    i. still waiting on Faculty Affairs Committee General Personnel Standards (GPS) and guidelines

b. Native American Indigenous Studies search result – ITRQ feedback

c. Rubric(s) for reviewing policies from equity lens - building on tools in development from last year – Bylaws focus – incorporate RTP and NTTF feedback

d. Pilot of Equity Lens Framework (ELF) assessment tool from PACIE

Project Updates (as needed)

Update from Senate Exec. (as needed)

Update from Senate (as needed)

Report to Senate Exec. (as needed)

Report to Senate (as needed)

Committee on Equity and Antiracism Meeting Agenda

Wednesday, September 13th 2023, at 3:30 to 5:00 pm via zoom:

Committee:
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- Vacant, TT Faculty Representative

Ex-oficio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Vacant,** Representative from Staff Council (spring 2023)
- **Vacant**, Student Representative (spring 2023)
- Vacant, CFA Representative
- Vacant, Chief Diversity Officer
- **Jamie Ferns,** Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- NTTF Task Force/Council representative?

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement (volunteer needed)

IV. Community Agreements

Items to address:

1. Approval of Minutes from 8/30/23
2. Housekeeping: vacant seats.
3. Update on website and email

1. New Business

    a. Native American Indigenous Studies search result discussion

    b. Rubric(s) for reviewing policies from equity lens - building on tools in development from last year

    c. PACIE collaboration

        i. Pilot of Equity Lens Framework (ELF) assessment tool from PACIE

        ii. joint subcommittee PACIE and CEAR

2. Continuing Business
    a. review of RTP policy for CEAR guidelines for PPS

        i. Faculty Affairs Committee General Personnel Standards (GPS) and guidelines

        ii. Proposed timeline for process

3. Project Updates (as needed)

4. Update from Senate Exec. (as needed)

5. Update from Senate (as needed)

6. Report to Senate Exec. (as needed)

7. Report to Senate (as needed)

Committee on Equity and Antiracism Meeting Agenda

Wednesday, August 30th 2023, at 3:30 to 5:00 pm in BTW 1188 and via zoom:

Committee:
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)

- Vacant, TT Faculty Representative

Ex-oficio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Vacant,** Representative from Staff Council (spring 2023)
- **Vacant**, Student Representative (spring 2023)
- Vacant, CFA Representative
- Vacant, Executive Director of Equity and Inclusion
- Vacant, Chief Diversity Officer
- **Jamie Ferns,** Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- Faculty Development representative?
- NTTF Task Force/Council representative?

Attending: Danna, Peter, Daniel, Marie, Carolee, Jamie, Bill

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement (volunteer needed)

lV. Community Agreements

Items to address:

1. Housekeeping: minute taking; Google Drive for shared resources; website and email; vacant seats.
2. Parting words/ Final observations / Wisdom to pass from previous committee

3. Review of last year's committee work:

4. Charge of the committee

5. Senate Announcement Aug 29 meeting re: CEAR

1. New Business

    a. Indigenous Studies search result

    b. PPS and ByLaws revisions will be coming, following passage of new RTP policy and NTTF Recommendatins for By-laws –

2. Project Updates (as needed)

    a. Mapping DEI work in network with CEAR, PACIE, etc.

3. Update from Senate Exec. (as needed)

4. Update from Senate (as needed)

5. Report to Senate Exec. (as needed)

6. Report to Senate (as needed)

Archived Minutes:

Committee on Equity and Antiracism Meeting Minutes *(last meeting – no subsequent meeting for vote of approval)*

Thursday, May 2, 2024 from 3:30 to 5:00 pm via Zoom:

Committee (voting members):
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2024)
- **Peter Krause**, TT Faculty Representative (2023-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-Spring 2025)

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance: Danna, Peter, Amira, Marie, Britnee, Carolee, Christy, Mari, Susan, Mark, Courtney

Welcome to the 5/2 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

ACTION: additions to B, new section on process for communicating through email to avoid misunderstandings.

V. **Housekeeping**

A. Minutes from 4/25/24 Approved.
B. Agenda Approved.
C. One more meeting May 9, 2024? Not on the calendar. Add just in case.
D. Remaining ex-officio seats outreach for next semester.
E. Peter elected chair by acclamation for 2024-25

VI. **Charge**

VII. **New Business**

A. Final Report planning

ACTION: Open document to collect comments for report.

B. Recommendations for changes to our charge in the Senate Bylaws?

ACTION: Open a document for comments.

C. Tenure Track Faculty Handbook final draft for review by CEAR.

ACTION: Leave comment on CEAR review copy in the Items Under Review folder.

VIII. **Continuing Business**

A. Summer work opportunity discussion.

B. Senate

i. Unit Bylaws Policy – review of feedback from three Brown Bags, on padlet, and from Faculty Affairs. Second Reading on 5/14.

ACTION: Share latest version with Senate Exec. Circulate updated version for feedback from committee before next meeting.

jump to iv.to confirm what was passed at Second Reading on Apr 30, 2024

Adjourned at 5:04

Committee on Equity and Antiracism Meeting Minutes

Thursday, April 25, 2024 from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2024)
- **Peter Krause**, TT Faculty Representative (2023-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-Spring 2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance: Amira, Carolee, Danna, Marie, Mark, Mari, Susan

Welcome to the 4/25 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**

A. Approved Minutes from 4/18/24.
B. Agenda. Approved.
C. Weekly meetings on calendar through to May. May cancel if no urgent business.
D. Remaining ex-officio seats outreach for next semester.

VI. **Charge**

VII. **New Business**

A. First Reading of Bachelor of Arts in Early Childhood Studies Integrated Teacher Education Program (ITEP)
    1. Equity concern for NTTF - Mari

ACTION: Marie and Mari will meet to draft a recommendation to ECS program and then share with the committee for feedback.

B. Resolution to Affirm the Cozen O'Connor Report initiated by Staff Council

VIII. **Continuing Business**

A. Nominations for the Standing Committee Chair Elections closes tomorrow 4/26.

ACTION: Apply if interested in chairing.

B. Summer work opportunity

ACTION: Email Marie if you are interested in CEAR summer work.

C. Senate

i. Resolution on the Censure of Provost Avila has had revisions.

1) Feedback continuing. Information for more context will be coming, as well as an opportunity for conversation about some of the items.
2) Senate Exec will take it up again on May 8, for placement on Agenda for Senate meeting 5/14.

ACTION: Review the latest version when we have it.

ii. Unit Bylaws Policy – feedback from three Brown Bags and this padlet. Faculty Affairs is doing a deep review. On list for Second Reading for 4/8, but maybe not ready until last meeting on 5/14.

ACTION: Waiting on FAC feedback.

iii. Second Reading items (mentioned but not discussed)

1) Name Change for CME and CIA
2) NTTF Council Policy (also see NTTF Council FAQ)
3) Administrator Review Policy
4) Course Withdrawals Policy
5) Add Policy
6) Resolution in Support of an Early Alert System

Adjourned at 5:02

Committee on Equity and Antiracism Meeting Minutes

Thursday, April 18, 2024 from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2024)
- **Peter Krause**, TT Faculty Representative (2023-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-Spring 2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee

- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance: Peter, Danna, Brittnee, Amira, Danny, Pilar, Mark Marie, Mari, Christy, Courtney

Welcome to the 4/18 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**
   A. Minutes from 3/28/24 and 4/4/24 extended meeting approved.
   B. Agenda approved.
   C. Weekly meetings to May.

VI. **Charge**

VII. **New Business**
   A. Summer work opportunity

ACTION: Let Senate chair know that Peter, Danna, and Marie will need stipends for CEAR summer work.

   B. Senate
      1. First Reading Items at Senate
         a) Resolution on Censure of Provost Avila
         b) Unit Bylaws Policy
         c) Administrator Review Policy
         d) Course Withdrawals Policy
         e) Add Policy
         f) Credit for Prior Learning Policy

ACTION: Share with authors Prior Learning for Peace Education, Peace Corps, Internships, Ethnic Studies; APPL/SOBL test give certificates of proficiency for the 4 domains in many languages. https://www.languagetesting.com/aappl

g) Resolution in Support of an Early Alert System

ACTION: Share with Task Force when it is formed the idea to base Early Alert on missing assignments, which Canvas can easily show, and not just graded assignments.

2. Second Reading Items at Senate that will carry over to next meeting
   a) Name Change for CME and CIA
   b) NTTF Council Policy (also see NTTF Council FAQ)
3. Passed: Faculty Office Hours Policy

C. Other items of new business?

VIII. **Continuing Business**

A. Elections
   i. Jose Alamillo has been elected by acclamation into TT seat.
   ii. One open TT seat, one open NTT.
   iii. Amira, Peter, Brittnee, and Danny continuing, Marie Caroleem and Dana coming off as NTTF rep
   iv. Chair election will be at the last Senate meeting – CEAR chair is also Third Officer for Senate, comes with 3 WTU per semester..

Meeting adjourned at 5:02

Committee on Equity and Antiracism Meeting Minutes

Thursday, March 28, 2024, and April 4, 2024 from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2024)
- **Peter Krause**, TT Faculty Representative (2023-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-Spring 2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?

- Vacant, Ethnic Studies Council representative?

In attendance 3/28: Britnee, Amira, Peter, Mark, Danna, Courtney, Pilar, Bill, Kristi, Christy Teranishi, Marie

In attendance 4/4: Britnee, Danny, Amira, Marie, Peter, Bill, Mark, Courtney, Carolee

Welcome to the 3/28 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**
   A. Minutes from 3/7/24 Approved.
   B. Agenda Approved.
   C. Weekly meetings on calendar through to May. May cancel if no urgent business.
   D. Senate Exec summer CEAR funding support
   E. Remaining ex-officio seats outreach.

VI. **Charge**

VII. **New Business**
   A. None
   B. Others?

VIII. **Continuing Business**
   A. Elections

ACTION: Clafiry with AEBC that Peter is continuing, so only 2 open TT seats.

   B. Revisions of Unit Bylaws Policy
      i. Review of the draft, discussion of process to get it through senate readings, get feedback between readings.

ACTION: If more comments, leave them as suggestions in the document. Attend “All Hands on Deck” meeting with FAC and NTTFPC and CEAR on Wed. 4/3 if possible

Meeting suspended at 5pm

Agenda resumed on 4/7

      ii. Review of additions to Bylaws policy at Wed. meeting.

ACTION: Finalize draft for submission to Senate Exec.

C. Creation of an intake process for requests by faculty for CEAR to review items – "guardrails"

ACTION: Approach Exec about how to execute through the website. Ask IT..

D. Began review CEAR policy review tool draft version 3.10.24

ACTION: Pick up conversation at next meeting

E. NTTF Task Force Report – not addressed

F. Labor Acknowledgement discussion – not addressed

G. Parking fees for students as an equity issue. On Senate Exec radar, maybe an ITRQ?

ACTION: Danny will draft an IRTRQ.

H. Definitions – such as "servingness"
   i.

ACTION: Checking with Exec and PACIE/Kaia on plan to clarify and disseminate meaning

Motion to adjourn by Marie, Bill seconded.

Committee on Equity and Antiracism Meeting Minutes

Wednesday, March 7, 2024, from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative

- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance: Susan, Britnee, Danna, Amira, Christy, Peter, Marie, Danny, Mark, Rebecca

Welcome to the 3/7 Meeting

I. **Ground in – Danna – one minute box breath**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**
   A. Minuters Approved from 2/22/24 (see below).
   B. Agenda approved with additions
   C. Next Meeting 3/28, after Spring break.
   D. Remaining ex-officio seats outreach.

VI. **Charge**

VII. **New Business**
   A. Parking fees for students as an equity issue

ACTION: Discussion item for Senate Exec officers; maybe an ITRQ?

   B. Elections –

ACTION: Clarify that Amira is continuing. Encourage others to self-nominate, as nominations close March 29.

   C. Definitions – such as "servingness" – need wider dissemination of what this is

ACTION: Marie will raise at Exec; PACIE folks will raise it there. Process to add it to Shared Definitions

   D. Onboarding of members discussion

ACTION: New chair should develop an onboarding process for new members.

VIII. **Continuing Business**

A. Faculty Office Hours Policy had First Reading.

B. Subcommittee on Revisions of Department Bylaws update

ACTION: Review the draft as a committee; schedule an "all hands" meeting with FAC, CEAR and NTTF Provisional Council. Finalize draft with collaborative team for Senate Exec, to get to them by 4/4 for 4/9 meeting, to get to Senate for First Reading on April 16. Hold brown bag and use padlet for feedback, revise for Second Reading April 30 (last scheduled Senate meeting).

C. PPS Revision Recommendations – no action, FAC finalizing.

D. Update on the Creation of an intake process for requests by faculty for CEAR to review items – "guardrails" – no report

E. NTTF Report and Provisional Council

ACTION: Page in Google Drive to collect CEAR ideas on Report; Policy is being drafted by Provisional Council to create the NTT Council as a Senate body.

F. CEAR Policy Review Tool

ACTION: Marie and Danna meet to work on revision.

G. Labor Acknowledgement discussion

i. Land Acknowledgement and Chumash Advisory Council - Susan update?

ACTION: Carolee will have draft for next meeting on Land Acknowledgement.

H. Faculty Hiring & Retention Handbook nearing completion.

I. Equity-focused professional development opportunities - please share widely

i. Equity Summit @ CI, Friday April 5, Dr. Estela Bensimon keynote address

Adjourned at 5 pm

Committee on Equity and Antiracism Meeting Minutes

Wednesday, February 22, 2024, from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee

- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance: Danna, Danny, Amiria, Carolee, Peter, Marie, Mari, Mark, Bill, Susan, Pilar, Christy

Welcome to the 2/22 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**
   A. Minutes from 2/8/24 (see below) approved.
   B. Agenda approved.
   C. Next Meeting 3/7
   D. Remaining ex-oficio seats outreach.

VI. **Charge**

VII. **New Business**
   A. First Reading of Faculty Office Hours Policy

ACTION; Marie and Mari (Senators) will relay CEAR concerts at first reading in Senate on Tuesday 2/27. Can still collect more feedback for Faculty Affairs to consider between readings.

VIII. **Continuing Business**
   A. Update from Mark, Carolee, and Peter on the creation of an intake process for requests by faculty for CEAR to review items – "guardrails"
      i.

ACTION: Subcommittee will look at access viability and archiving

B. Non-Tenure Track Faculty Equity Task Force Report

ACTION: Continue to leave comments, notes, questions on the feedback page about the NTTFETF report.

C. Subcommittee on By-laws Policy and Revisions of Department Bylaws update

D. Tools for reviewing policies and documents from an equity lens

ACTION: Let Marie know if you want to be one the subcommittee to get started with settling on a general tool and a more specific one for PPS review, with almost 30 PPS coming down the pike to CEAR next year. Interested: Danna, maybe Ariel from Chemistry (per Britnee)

Adjourned at 5 pm

Committee on Equity and Antiracism Meeting Minutes

Wednesday, February 8, 2024, from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance:

Marie, Britnee, Danna, Peter, Danny, Amira, Kristi, Mark, Courtney, Christy, Pilar, Bill

Welcome to the 2/8 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**
   A. Minutes from 2/1/24 approved
   B. Approval of agenda.
   C. Next Meeting 2/22
   D. Remaining seats outreach.

VI. **Charge**

VII. **New Business**
   A. None

VIII. **Continuing Business**
   A. GPS and PPS guidelines

ACTION: Marie will draft an email for FAC and clean up comments for FAC and then share with group for edits. Aiming for Monday, to send to FAC by mid-week.

   B. Math Peer Observation tool discussion

ACTION: Marie will send back to Math with the comments on the tool.

   C. Update on the Creation of an intake process for requests by faculty for CEAR to review items

ACTION: Subgroup meeting Monday.

   D. Non-Tenure Track Faculty Equity Task Force Revport review by CEAR

ACTION: Open a comment page to share thoughts as we read through this.

   E. Subcommittee on By-laws Policy and Revisions of Department Bylaws update

Discussion of process so far.

   F. Tools for reviewing policies and documents from an equity lens

Action: form a subgroup to see where we are on this. A template that we could adapt for specfic needs – by laws, PPS, other policies. How relevant would it be for PACIE use, i.e. beyond family.

Adjourned at 5:00

On agenda but not addressed in meeting

   A. Labor Acknowledgement discussion
   us.

B. *CEAR participating (Marie on the committee) in finishing the Faculty Hiring & Retention Handbook.*

C. *Equity-focused professional development opportunities*

Committee on Equity and Antiracism Meeting Minutes

Wednesday, February 1, 2024, from 3:30 to 5:00 pm via Zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs or designee
- **Mark Patterson**, as the Ombudsperson or designee (and PACIE?)
- **Rebecca Slocum/Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

In attendance:

Marie, Britnee, Kristi, Christy, Peter, Carolee, Pilar, Bill, Mark, Courtney, Danna, Amira, and Susan

Welcome to the 2/1 Meeting

I. **Ground in**

II. **Land Acknowledgement**

III. **Interruption Statement**

IV. **Community Agreements**

V. **Housekeeping**

A. Minutes from 11/29/23 Approved. (see below).
B. Agenda Approved.
C. Meeting again next week, resuming the regular schedule.
D. Remaining seats outreach.

VI. **Charge**

VII. **New Business**

A. Equity-focused professional development opportunities - please share widely Racial Equity Leadership Alliance dates shared.

VIII. **Continuing Business**

A. Discussion of GPS final from FAC

Action: Another round of feedback to FAC – will collect it on CEAR copy of GPS before next week's meeting and next meeting craft email to FAC.

B. Discussion of Math Peer Observation tool

Action: Make comments on the new tool. Craft an email making it clear we know they had not had a chance to discuss the proposed new tool as a department yet, and these are things that we see from equity lens.

C. Discussion of Creation of an intake process "guardrails" for requests by faculty for CEAR to review items

Action: Mark will meet with Peter and Carolee to talk more about what the way to accomplish this work is.

D. Preliminary discussion of Non-Tenure Track Faculty Equity Task Force Report and Recommendations

Action: CEAR members will read the report to be ready to advocate for its recommendations/specific recommendations/prioritized recommendations as it is taken up on campus.

Adjourned at 5pm. The remaining agenda not addressed.

E. Subcommittee on By-laws Policy and Revisions of Department Bylaws update
F. Resolution in Search of Search Integrity and NAIS Search
G. Labor Acknowledgement discussion
H. Land Acknowledgement follow-up discussion
I. CEAR participating in finishing the Faculty Hiring & Retention Handbook.
J. Tools for reviewing policies and documents from an equity lens

Committee on Equity and Antiracism Meeting Minutes

Wednesday, November 29th, 2023, from 3:30 to 4:45 pm via Zoom:

Committee (voting members):
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Rebecca Slocum,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

Attending: Marie, Danna, Danny, Carolee, Peter, Mark, Pilar, Bill

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

lV. Community Agreements

V. Housekeeping:

Approval of Minutes from 11/15/23.

Approval of agenda.

Housekeeping: Last meeting of semester 12/6 (cancelled). Spring meeting schedule doodle poll.

Remaining seats outreach. Unity Coalition and Ethnic Studies Council

VI. New Business

a. Non-Tenure Track Faculty Equity Task Force Report

b. Resolution in Search of Search Integrity

ACTION: Feedback for Resolution between First and Second Readings; also CEAR input on ITRQ about NAIS hiring practice

c. Collaboration meeting on 12/5 with URTPC members, CEAR, and FAC regarding GPS and PPS

d. Creation of an intake process for requests by faculty for CEAR to review items

ACTION: Mark, Carolee and Peter – Guardrails Subcommittee. Mari for infographic. Will work on an intake process/language to share with CEAR/Senate Exec.

e. Equity issues related to Extended University - discussion

Adjourned at 5:00 pm

VII. Continuing Business (not addressed in meeting)

a. Math Peer Observation tool discussion follow up. Math chair and authors of draft of tool will have feedback about context for our next meeting. The tool is not for use this academic year.

b. General Program Standards and Guidelines to Revise Program Personnel Standards from Faculty Affairs to align with new RTP policy (Cf. New Business c above)

c. subcommittee on Bylaws Policy and Revisions of Department Bylaws

d. Labor Acknowledgement discussion:

e. Land Acknowledgement and Chumash Advisory Council

f. CEAR participating in finishing Faculty Hiring & Retention Handbook. g. Tools for reviewing policies and documents from equity lens

h. DEI Professional Development Opportunities,

Committee on Equity and Antiracism Meeting Minutes

Wednesday, November 15th 2023, at 3:30 to 4:45 pm via zoom:

Committee (voting members):

- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- **Amira Ibrahim,** TT Faculty Representative (Spring 2024-2025)

Ex-officio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Courtney Gross,** Representative from Staff Council (will alternate)
- **Leniha Lagarde,**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- **Christy Teranishi-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

Attending: Marie, Britnee, Leniah, Courtney, Bill, Mark, Kristi, Pilar, Danny, Peter, Susan, Danna

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

IV. Community Agreements

V. Housekeeping:

Minutes from 11/8/23 approved.

Approval of agenda.

Housekeeping: Amir Ibrahim TT faculty!! Leniha Lagarde Student Rep!!

Remaining seats outreach.

Unity Coalition - [Karina represents them for Exec]

Ethnic Studies – Carolee reached out to Dr. Chavaria

Meeting schedule adjustments to account for Thanksgiving week. Meetings 11/29 and 12/6

VI. New Business

a. Math Peer Observation tool discussion.

Action: Marie will check with Math chair for more context.

Creation of an in-take tool/process to post on CEAR webpage for items referred for review by faculty.

VII. Continuing Business

a. TT faculty job announcements and CFA/NTTF concerns discussion
b. review of guidelines for revision of Program Personnel Standards from Faculty Affairs to align with new RTP policy

Action: Last-call for review of PPS Revision guidelines which will go back to FAC early next wee.

c. subcommittee on Bylaws Policy and Revisions of Department Bylaws update

Remaining agenda items not addressed:

d. Native American Indigenous Studies – past search result and new search

e. Tools for reviewing policies and documents from equity lens

f. Labor Acknowledgement discussion

g. Land Acknowledgement and Chumash Advisory Council

h. CEAR participating in finishing Faculty Hiring & Retention Handbook.

i. DEI Professional Development Opportunities: Washington Center, Building Antiracist White Educators, San Marcos SACNAS folders

i. AHSIE possibility in March.

Project Updates (as needed)

Update from Senate Exec. (as needed)

Update from Senate (as needed)

Report to Senate Exec. (as needed)

Report to Senate (as needed)

Adjourned 4:45 pm.

Committee on Equity and Antiracism Meeting Minutes

Wednesday, November 8th 2023, at 3:30 to 5:00 pm via zoom:

Committee (voting members):
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- Vacant, TT Faculty Representative

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Courtney Gross,** Representative from Staff Council (will alternate)
- **Vacant**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- Vacant Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- **Pilar Pacheco**, Mission Centers Representative
- Vacant, Unity Coalition representative?
- Vacant, Ethnic Studies Council representative?

Attending: Susan, Britnee, Courtney, Marie, Bill, Mari, Carolee, Christy

Welcome

I. **Ground in**

II. Land Acknowledgment

Discussion of Chumash Advisory Council feedback on this.

Action: Susan will reach out to them.

III. Interruption Statement

IV. Community Agreements

V. Housekeeping:

Approval of Minutes from 10/25/23. No objections.

Approval of agenda.

Housekeeping: Mission Rep Pilar Pacheco! Staff Courtney Gross (will rotate)!

Remaining seats outreach: Unity Coalition and Ethnic STudies – follow with Dr. Chavaria. Student – update: Student Government cannot appoint, what should we do instead? SQE? other student groups? TT position still vacant. Any prospects?

VI. New Business

a. TT faculty job announcements and CFA/NTTF concerns – tabled until both Bill and Mari are present at the same time.

b. Meeting schedule adjustments – Thanksgiving week. Can we meet back to back before or after Thanksgiving instead of meeting the day before?

Action: meeting next week 15th and after Thanksgiving 29th.

c. Possible subcommittee on Bylaws Policy and Revisions of Department Bylaws

Action: Subcommittee of Susan, Brittnee, Marie to meet next week. Will review RTP policy for issues to include in Bylaws, build on NTT TF revision of Unit Bylaws policyMarie to reach out to Faculty Affairs Committee chair about collaboration.

d. Conferences

i. SACNAS – report from those who went. 62 students and 19 faculty, plus 3 students who had funding to present. Decolonizing classrooms – CUE tool. Univ of Washington – good job doing trainings for faculty, implementation – talked to staff and faculty

Action: Attendees add materials to the SACNAS folder in Tools & Equity Frameworks folder in CEAR Google Drive folder.

ii. AHSIE in March 17-20, 2024 in Monterey

Action: Marie will look into funding from Senate/Provost.

VII. Continuing Business

a. review of guidelines for revision of Program Personnel Standards from Faculty Affairs to align with new RTP policy. GPS draft sent back to FAC with our comments.

Action: Continue review at meeting 11/15, with goal of returning to FAC before Thanksgiving.

b. Native American Indigenous Studies – past search result and new search – *not discussed*

c. Rubric(s) for reviewing policies and documents from equity lens: Bylaws, CEAR policy review tool, ELF –

Action: Bylaws subcommittee (see above).

d. Labor Acknowledgement discussion: Examples from Carolee from Washington Center and Danna Lomax from Learning for Justice

Action: Carolee will draft a modified version labor statement drawing on the two examples. Britnee's suggestion that they don't all get read each time.

e. CEAR participating in finishing Faculty Hiring & Retention Handbook.

Action: Mari has suggestions for the Committee.

f. DEI Professional Development Opportunities

Adjourned at 5pm.

Committee on Equity and Antiracism Meeting Minutes

Wednesday, October 25th 2023, at 3:30 to 5:00 pm via zoom:
Approved 11/9/23

Committee (voting members):
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- Vacant, TT Faculty Representative

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Vacant,** Representative from Staff Council

- **Vacant**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- **Jamie Ferns,** Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- **Susan Lefevre,** NTTF Provisional Council Representative
- Unity Coalition representative?
- Ethnic Studies Council representative?

Attending: Marie, Susan, Danna, Danny, Kristi, Peter, Bill, Mari

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

lV. Community Agreements

V. Housekeeping:

Minutes from 10/11/23 approved.

Approval of agenda – with addition of job postings/CFA concern.

Housekeeping: Remaining seats outreach: Unity Coalition Student, Ethnic Studies Council, Mission Centers, STaff Council, TT faculty vacancy.

VI. New Business

a. Labor Acknowledgement?

    i. Examples from Carolee from Washington Center, and from Learning for Justice from Danna.

b. TT faculty job announcements and CFA – *not addressed*

VII. Continuing Business

a. CEAR participating in finishing Faculty Hiring & Retention Handbook.

b. DEI Professional Development Opportunityies

    i. Washington Center DEI series – resources in folder

ii. San Marcos folder with material from Danny

iii. Bar We – resource from Danna, added to Tools

c. Revised General Personnel Standards review and PPS revision guidelines review to align with new RTP policy

***Actions**:*
(1) Review of CEAR member comments in the document. Call for any further comments to be finished by end of the off-week next week, then share with FAC. (2) Before 11/7 meeting, review and leave comments on the guidelines for PPS revisions put together by FAC.

Remaining agenda not discussed for lack of time:

d. Native American Indigenous Studies search result

e. Rubric(s) for reviewing policies and documents from equity lens: By laws draft, CEAR policy review tool, process to settle on tools, ELF pilot

Committee on Equity and Antiracism Meeting Minutes

Wednesday, October 11th 2023, at 3:30 to 5:00 pm in BTW 1188 and via zoom:
Approved 10/25/23

Committee:
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- Vacant, TT Faculty Representative

Ex-officio
- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Vacant,** Representative from Staff Council

- **Vacant**, Student Representative
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- **Jamie Ferns,** Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- NTTF Task Force/Council representative?
- Unity Coalition representative?
- Ethnic Studies Council representative?

Attending: Marie, Mari, Carolee, Danna, Mark, Daniel, Peter, Jamie, Bill, Christy

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

IV. Community Agreements

V. Housekeeping:

Approval of Minutes from 9/27/23. Approved by unanimous consent.

Approval of agenda –

Housekeeping: Remaining seats outreach.

a. Unity Coalition

b. Student – Student Government cannot appoint

Actions: Reach out to SQE students, who have expressed interest. Let Soc club know. Can ask Russ Wynans to send something to all clubs.

c. Ethnic Studies – reached out to Dr. Chavaria
d. NTTF rep –

Action: Susan Lefevre will be representing NTTF Provisional Council

e. Mission Centers – reaching out to the Directors
f. Staff Council –they cannot appoint anyone at this time

Action: Will check with Staff Council if they can't have a dedicated rep, might they be able to send folks in rotating fashion who can report back to them?

g. final elected TT position that is still vacant. EAB Committee no one self-nominated as yet.

Action: CEAR members will seek volunteers among our colleagues.

VI. New Business

a. CEAR participation in finishing Faculty Hiring & Retention Handbook discussed.

VII. Continuing Business

a. DEI Professional Development Opportunity, Washington Center.

Action: folder Defining DEI folder in the Tools folder on CEAR Drivefor materials to be posted as CEAR members attend. Also a San Marcos Social Mobility Conference folder for materials.

b. review of RTP Policy for CEAR guidelines for new PPS and GPS review
   i. Revised General Personal Standards provided by FAC
   ii. still waiting on PPS guidelines

Actions: CEAR folks will comment on GPS draft linked above for a) feedback to FAC and b) ideas for some kind of Equity Scorecard or checklist/rubric for CEAR to share with, ready for discussion at next meeting.

c. Native American Indigenous Studies search result (no time to discuss)

d. Rubric(s) for reviewing policies and documents from equity lens (no time to discuss)

e. Pilot of Equity Lens Framework (ELF) from PACIE

Action: CEAR members to review ELF to see what other feedback we want to give PACIE, and to see what might be included in our equity-review tools. Share initial feedback re: relevance to NTTF shared with PACIE.

Committee on Equity and Antiracism Meeting Minutes

Wednesday, September 27th 2023, at 3:30 to 5:00 pm in BTW 1188 and via zoom:

Committee:
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
- **Peter Krauze**, TT Faculty Representative (2023-2024)
- **Danna Lomax**, NTT Faculty Representative (2022-2025)
- **Daniel Armanino,** NTT Faculty Representative (2023-2025)
- Vacant, TT Faculty Representative

Ex-oficio

- Vacant, Executive Director of Equity and Inclusion
- **Bill DeGraffenreid,** as the AVP for Faculty Affairs, or designee
- **Mark Patterson**, as the Ombudsperson, or designee (and PACIE?)
- **Vacant,** Representative from Staff Council (spring 2023)
- **Vacant**, Student Representative (spring 2023)
- **Mari Estrada**, CFA Representative
- Vacant, Chief Diversity Officer
- **Jamie Ferns,** Senate Coordinator
- **Kristi O'Neal-Gonzalez**, Accessibility Representative
- **Christy Teranish-Martinez,** Faculty Equity Advocate Lead/PACIE
- NTTF Task Force/Council representative?
- Unity Coalition representative?
- Ethnic Studies Council representative?

Attending: Carolee, Britnee, Peter, Marie, Danna, Bill, Jamie, Mark

Welcome

I. **Ground in**

II. Land Acknowledgment

III. Interruption Statement

lV. Community Agreements

V. Housekeeping:

Approval of Minutes from 9/13/23. Approved without changes.

Approval of agenda. Approved with amendments.

Housekeeping: CFA Rep Mari Estrada!

Action: Remaining seats outreach assigned for Unity Coalition, Student, Ethnic Studies, NTTF rep, Mission Centers, Staff Council.

VI. New Business

a. DEI Professional Development Opportunity, Washington Center – registration links emailed to CEAR committee members

Action: CEAR members will attend these workshops offered at the Washington Center at Evergreen, and then share main take-aways.

VII. Continuing Business

a. review of RTP Policy for CEAR guidelines for PPS (Homework:)

b. Native American Indigenous Studies search result – waiting on ITRQ feedback

c. Rubric(s) for reviewing policies and documents from equity lens - building on tools in development from last year: Bylaws tool draft, CEAR policy review tool, Equity Lens Framework.

Actions: Homework (1) to review RTP Policy for elements to include in CEAR guidelines for revision, (2) to review rubrics and tools collected and developed last year to determine utility for CEAR tools for document review (By-Laws, policies) review from equity perspective, and (3) to click through Equity Lens Framework from PACIE to be ready to provide feedback..

Committee on Equity and Antiracism Meeting Minutes

Wednesday, August 30th 2023, at 3:30 to 5:00 pm in BTW 1188 and via zoom:
Attending: Danna, Peter, Daniel, Marie, Carolee, and Jamie

Committee:
- **Marie Francois,** Chair, TT Faculty Representative (2021-2024)
- **Brittnee Veldman**, TT Faculty Representative (2021-2025)
- **Carolee Hurtado,** TT Faculty Representative (2022-2024)
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- Vacant, CFA Representative
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- **Jamie Ferns,** Senate Coordinator
- **Kristi O'Neil-Gonzalez**, Accessibility Representative
- Faculty Development representative?
- NTTF Task Force/Council representative?

I. **Ground in**

II. Land Acknowledgment. Invitation to update as needed.

Action: add statement about making things right for indigenous people any way we can.

III. Interruption Statement. Invitation to update as needed.

lV. Community Agreements. Invitation to update as needed.
Action: update "e. Safe Space" to "Save Space, Brave Space, Principled Space."

Items addressed:

1. Housekeeping:
    a. Approval of minutes will go with the next agenda.
    b. Google Drive – will be shared with new folks on committee.
    c. Committee website to post agendas and minutes and contact information.
    d. Action: Jamie will check on getting chair added to cear@csuci.edu email.

2. Parting words/ Final observations / Wisdom to pass from last year's committee

3. Review of last year's committee work.

4. Charge of the committee
    a. additions to membership? change by-laws to include Accessibility Rep, Faculty Development rep, NTTF rep? others?

Action on vacant seats:

Chair will reach out to Student Government for a representative, perhaps from a DEI committee.

Chair will reach out to Staff Council for appointee.

Chair asked CFA if current members who are on CFA board can represent CFA, or if he will assign someone else.

Recommended additional members to get on committee now and into By-Laws:

From Unity Coalition, and/or Affinity Groups

From Ethnic Studies Council

Formalize Accessibility rep, added ad hoc last year

Director of Equity Advocate Program

b. clarify process with Senate Exec on when CEAR weighs in on policy changes, bylaw revisions, etc.

5. Senate Announcement Aug 29 meeting re: CEAR

Chair gave Senate written notice of when meeting, and that PPS and By-Law revisions are a priority for CEAR; NAIS Disciplinary Search concerns; NTTF Task Force Recommendations; coordination with PACIE on who does what DEI work.

1. New Business

a. Indigenous Studies search result – Discussion pending more information from Search Committee chair. Issue was also raised as an Intent to Raise Questions at Senate.

b. ByLaws revisions will be coming
   i. RTP Policy revisions passed at Senate
      1. Per FASE possible highest priority is the GPS as it is the default for ALL programs
   ii. Global Languages and Political Science have requested CEAR revision review before new RTP policy was passed.
   Action decision: Tell them we're on pause until iii below
   iii. Work with Faculty Affairs Committee on guidelines for departmental By-Law Revisions. Chair will coordinate with chair of FAC.
   iv. NTTF Recommendations for By-laws – pending report.

2. Project Updates (as needed)
   a. Mapping DEI work in network with CEAR, PACIE, etc.

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