



FACULTY DIVERSITY AND EQUITY COMMITTEE

Wednesday, February 9, 2022

TO: Members of the Faculty Diversity and Equity Committee (FDEC)
FROM: Christina Chin-Newman, FDEC Chair and DELO
SUBJECT: **FDEC Agenda**
MEETING DATE: Wednesday, **February 9, 2022 2:00-3:50 pm.**
[PLEASE CLICK HERE FOR ZOOM LINK](#)

Minutes

Attendees: Christina Chin-Newman, John Bunce, Sonia Jethani, Travis Nelson, Kyzyl Fenno-Smith, Jennifer Tran, Morgan Sanchez, Carol Trost, Negin Toosi, Somak Paul, Maureen Pasag, Albert Mendoza, Kimberly Baker-Flowers, Luz Calvo (2:27-3:34p), Eileen Barrett (2:58-3:36p), Sarah Nielsen (3:05-3:45p)

1. [Abbreviated Muwekma Ohlone Tribal land acknowledgement](#) - *There are 2 slides so we can share the responsibility of reading this aloud.*
 - a. *Read by Sonia.*
2. Introductions/Check-Ins
 - a. Brief check in with all members attending
3. Approval of the agenda
 - a. Motion: Morgan
 - b. Second: Kyzyl
 - c. Approved unanimously
4. Approval of [1/26/2022 Minutes](#).
 - a. Motion: John
 - b. Second Somak
 - c. Approved unanimously
5. Reports:
 - a. FDEC Chair

- i. Update on tenure-track search committees
 - 1. Search process varies across campus. Partnering with diversity fellows to spread awareness
 - ii. JEDI-related Senate business
 - 1. changes passed the senate and mentioned the ballot for us to vote on these changes. Other senate related business continues to move forward.
 - b. University Diversity Officer
 - i. University Diversity officer is planned as an interim until a nationwide search can be carried out later in the year.
 - ii. Mentioned upcoming Black History talks on campus
6. Ongoing Business:
- a. Applying [DEI rubric](#) to 5 year reports (see our [folder](#) for background info)
 - i. Asking new members to review the rubric and consider the application to 5-year reports. However, this might require adding some additional specificity.
 - ii. Internal pilot of implementation using the Sociology Department this term.
 - iii. Plan to begin implementation in the next academic year.
7. New Business:
- a. Need to appoint FDEC representative to these committees:
 - i. Joint Task Force on Centers and Institutes (see [21-22 CR 7](#), [21-22 CR 8](#))
 - 1. No immediate volunteers to serve (arm twisting to ensue)!
 - ii. Global Education Subcommittee of CIC
 - 1. No immediate volunteers to serve (arm twisting to ensue)!

Break from 2:57-3:01p

8. Discussion:
- a. [FDEC Topics 2021-22](#) (what should we prioritize, and what do you want to sign up to work on?)
 - i. Christina opened discussion about the overall focus of FDEC for the remainder of Spring. The discussion largely discussed issues related to differences in online and in-person teaching. Other issues included Housing, LGBTQ+ center resolution and expand these efforts.
 - b. Revisiting [anti harassment plan](#) (**time certain 3:00 pm**)

Luz provided a short background on the origins of this effort. Eileen suggested the necessity of the improvements for existing anti-harassment plans and pointed to the recent revelations about the chancellor. It was pointed out that we currently do not have a confidential advocate because of turnover. During the search, students are being referred to BAWAR while we search for a campus confidential advocate. Also, students can go to Title IX. Title IX is in a bit of a period of transition. The Clery Act is the only mechanism we have for getting reports regarding numbers of Title IX incidents reported. Ombuds is not confidential reporting space for faculty or staff. Focus was on the use of restorative justice

- i. Develop faculty policy on civil conduct AND how to protect faculty from students (“upward bullying”)
- ii. Develop policy on how to protect faculty from external attacks through social media
- iii. Revisiting a policy regarding consensual relationships

Travis asked if there is any anti-bias training for faculty planning to serve on search committees. Albert pointed out how power dynamics can play a significant role in this situation. In particular he pointed to the challenges of junior faculty standing up for issues.

The following items were not discussed

- c. How to make Senate more inclusive, alternatives to Robert’s Rules of Order
- d. Financial aid (see [BIPOC Student Debt folder](#))
- e. COVID and online/onground education - is it equitable?

9. Adjournment - 3:51p

- a. Motion: Albert
- b. Second: Morgan