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**FACULTY DIVERSITY AND EQUITY COMMITTEE**

TO: Members of the Faculty Diversity and Equity Committee (FDEC)  
FROM: Kyzyl Fenno-Smith, FDEC Chair and DELO  
SUBJECT: **FDEC Minutes**  
MEETING DATE: Wednesday, **April 24th 2 - 3pm.**

[PLEASE CLICK HERE FOR ZOOM LINK](#)

Meeting ID: 825 5316 8492  
Passcode: 210980

Or call (669) 900-6833 and type in the Meeting ID number & passcode above

**AGENDA**

[Shared Drive](#)

1. Muwekma Ohlone Tribe Land Acknowledgement:

Horše túuxi! (Hor-sheh troo-hee)

Cal State University East Bay recognizes that it is located on the ethnohistoric territory of the Jalquin (*hal-keen*) / Yrgin (*eer-gen*), the ancestral and unceded land of the Chochenyo Ohlone-speaking People, the successors of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to the Muwekma Ohlone Tribe and other familial descendants of the Verona Band.

We recognize that every member of the Hayward community has, and continues to benefit from, the use and occupation of this land, since the institution's founding in 1957. Consistent with our values of community, inclusion, and diversity, we have a responsibility to acknowledge and make visible the university's relationship to Native peoples. As members of the Hayward community, it is vitally important that we not only recognize the history of the land on which we stand, but also, we recognize that the Muwekma Ohlone people are alive and flourishing members of the Hayward and broader Bay Area communities today.

2. Notetaker [minutes doc](#)
3. Approval of the agenda
  - a. Approved
4. Approval of [draft minutes](#) 4/10/24
  - a. Approved

5. DELO report

FDEC Equity Lens for Senate Policies is *still in the senate*.

Kathleen Wong Lau said that Christina gave background on Jedi lens in the last senate meeting.

6. Welcome new Members -

Pei-Hui Hsu, Brittany Butler

Who were not in attendance for the organizational meeting.

7. 24-25 FDEC chair election

*-Kyzyl volunteered to run for chair. Mia motioned. All in favor*

*-Unanimous vote for Kyzyl*

8. Continuing Business:

a. CAPR five year reviews:

*-special CAPR meeting, Thursday 1:15; please provide update.*

*-would you like to spend the time today to work on the reviews*

*-Kate leaving the committee. Thank you, Kate!*

*-Albert: Belonging Survey. - People who approached me regarding the demographic information being collected. They asked how this information is going to be used. They are from underrepresented groups and they're concerned.*

*-Kathleen: we will categorize at a higher level for anonymity. How are different ethnic groups doing. Rank information to see how different cohorts are doing.*

*Looking at aggregate information. Working with IR to use information for grant writing. To drive strategies about initiatives. We are in the process of figuring out how to staff this.*

i. [Completed FDEC review memos](#)

ii. in progress:

1. Early Childhood Education - Gabriela, Albert

*-Albert on last part for recommendations*

2. Health Care Administration - Carmen, Mia  
*-Mia created letter. Moving it to the main folder.*
3. Educational Technology - John, Eve  
*-Eve- couldn't find the folder but it looks like it was created outside of the folder and still trying to figure out. Will try to get it into the folder with all of the rest. This doesn't look like anything was updated. The review is done but not the memo. Getting a message that I cannot edit the folder where the memo lives. Kyzyl fixed it. Everyone is now an editor.*

*Kathlene:*

*FYI, campus climate survey participation numbers as of this morning: 42% staff, 31% faculty, 13% students. Last time around it was 355 staff, 30% faculty and 14% students. Student population is counted as undergraduate and graduate (around 12,500).*

*\*committee worked on 5 year report for the remainder of session*