

Approved 12/12/2015

**COMMITTEE ON DIVERSITY AND EQUITY (CODE)  
2015-2016**

Monday, December 7th, 2015

1:30-3:00pm

Green and Gold Board Room, University Union

Attendance

*Voting Members:* Ramirez, Elvia (Chair); Gonzalez, Amber (Vice Chair); Akutsu, Phillip; Gonzales, Rachael; Jones, Marlyn; Salvetti, Joy;

*Non-Voting Members:* Bishop, William “Skip” (Human Resources); Moore, Carlotta

*Guests:* Jayne, Cheynne (Hornet Newspaper Journalist); Kochis, Maria (Library Representative); Leary, Jessica (Student); Houser, John (ASI);

MINUTES

1. Meeting was called to order at 1:35pm by Chair Ramirez
2. Agenda approved
3. Open Forum
  - a. Kochis, Library representative, shared information about the Library and the demographics of their staff and faculty. Reached out to CODE to gather ideas on how to better diversify their faculty.
    - i. CODE recommended diversifying the recruitment process by assuring that call for applicants is placed in spaces that reach a diversity of people, asking local programs on campus to recruit to their communities, and requiring at least one person from hiring committees to participate in AAEO trainings. Further discussion about federal hiring laws and practices
  - b. Leary, student guest, presented the need for more faculty diversity on CSUS campus
  - c. Ramirez reported on current state of CSUS President Diversity Task Force
  - d. Jayne, Hornet Newspaper, asked for clarification about CSUS recruiting and hiring practices
4. Reading and Approval of Minutes
  - a. November 23, 2015 (A. Gonzalez) -- tabled
5. CODE Final report (2014-15)  
Please send editorial comments to Ramirez, E. and Gonzalez, A. (and cc all) by Friday, January 22, 2016
6. Subcommittee work
  - a. Achievement Gap Report  
Please send editorial comments to Salvetti (and cc all) by Friday, January 22, 2016

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7. Campus Climate Symposium (03/01/2016)

Hinde Auditorium, 11-3pm, 03/01/2016

Planning subcommittee consists of Ramirez, Gonzalez, and Akutsu

- Event will focus us race, gender, sexuality, and ability
- Event will be for students, staff, and faculty
- Panel will need to be small and time will need to be kept to 1.5 hours  
If we can include audience participation, experiential experience
- Advertising will be critical, we will begin at the start of spring 2016

8. New Business

9. Meeting adjourned at 3pm

**2015-2016 CODE Meeting Schedule**

<b><u>Fall 2015</u></b>	<b><u>Spring 2016 – TBA</u></b>
September 21	
October 5, 19	
November 9, 23	
December 7	