



SACRAMENTO STATE

Faculty Senate

COMMITTEE ON DIVERSITY AND EQUITY (CODE) MINUTES OF THE MEETING OF 02.19.18

Approved: 05.03.18

CALL TO ORDER:

The Chair called the meeting to order at 1:35pm.

ROLL CALL:

VOTING MEMBERS

Tabzeera Dosu, Library LIB, **Bronwyn Fields**, Nursing HHS, **Philip Flickinger**, Theatre & Dance A&L, **Elvia Ramirez**, Ethnic Studies SSIS, **VACANT**, At-Large Sp. 2020, **VACANT**, At-Large Sp. 2020, **VACANT** At-Large Sp. 2019, **VACANT**, Faculty Senator Sp. 2018

NON-VOTING/EX-OFFICIO MEMBERS

William Bishop, Human Resources (absent), **Julian Heather**, Faculty Senate Chair (absent), **VACANT**, Associates Student, Inc., Sp. 2018, **VACANT** University Staff Assembly, Sp. 2019

SPECIAL GUESTS

None

OPEN FORUM:

- CODE members encouraged to advocate for faculty to complete the Faculty Climate Survey – due March 2nd
- Tabzeera Dosu presented the Sac State Campus Climate Survey Summary faculty prepared by Michelle Norris in 2016. Elvia Ramirez described that the report presents data, but also represents an opportunity for additional data analysis. Very long survey (229 questions) so many faculty dropped out before completing the entire survey.

APPROVAL OF THE AGENDA:

The Standing Rules for CODE were reviewed prior to the approval of the agenda, related to the need for clarification of what constitutes a quorum.

Moved: Elvia Ramirez/Philip Flickinger. Unanimous approved.

APPROVAL OF THE MINUTES FROM 12/04/2017:

Moved: Bronwyn Fields/Philip Flickinger, Elvia Ramirez abstained. Approved.

BUSINESS:

1. Tabzeera Dosu reported that at Faculty Senate, the Senate Chair mentioned that CODE may wish to comment on the Senate Executive Committee's **Status Report on Campus Responses to Recommendations by the CSU Task Force on the Advancement of Ethnic Studies**, November 2017. This report summarizes the action that some of the campuses have taken in the last year in response to the Task Force findings. Ethnic Studies next meeting is March 9th – Elvia will discuss at this meeting and present back to CODE in April if this is an important issue for Ethnic Studies, and if they would like



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CODE support. Discussion was tabled for the next CODE meeting for input from CODE member from SSIS, Elvia Ramirez.

2. Discussion on the **Executive Order from Timothy P. White - CSU Commitment to Inclusive Excellence** dated January 29th 2018. This was presented as an informational item at Faculty Senate's last meeting. Questions about where information like this resides. Is there a place where executive orders or policy related to diversity and equity is compiled? How do faculty members become aware of this? Suggestions included that this might be collected and posted by Executive Director of Equity, Diversity and Inclusion. Perhaps links could be highlighted on the Sac State landing page (home page). Agreed that CODE would recommend these options to Faculty Senate, and ask them to consider how this will be dealt with in the future (including important documents that were previously released), and how they keep these issues alive.
3. **CODE Membership** (see <http://www.csus.edu/senate/other-senate-committees/diversity-and-equity.html>)
 - Ongoing discussion regarding how many members must be present for a quorum. Tabzeera Dosu shared communication with Faculty Senate Chair. Further clarification sought and received from Kathy Garcia: **Quorum:** CODE has 8 voting members--5 filled seats. A quorum is the majority (50%+1) of filled seats of voting members. In the absence of a quorum, the Committee is still able to hold meetings; however, a quorum is required to act on official business. Thus with 5 filled seats, 3 voting members are necessary for a quorum. It is incumbent of the membership to attend.
 - With no objections presented by CODE membership, we will recommend adding Diana Tate Vermeire as an ex-officio member.
 - Confirmed next meeting will be on March 5th. Philip Flickinger raised he is unavailable (or may have very limited availability) on March 5th or March 12th due to faculty recruitment responsibilities.

ADJOURNMENT: The meeting was adjourned at 3.00pm