



SACRAMENTO STATE

Faculty Senate

COMMITTEE ON DIVERSITY AND EQUITY (CODE) MINUTES OF THE MEETING OF 03.05.18

Approved: 04/02/18

CALL TO ORDER:

The Chair called the meeting to order at 2:25pm.

ROLL CALL:

VOTING MEMBERS

Tabzeera Dosu, Library LIB, **Bronwyn Fields**, Nursing HHS, **Philip Flickinger**, Theatre & Dance A&L, **Elvia Ramirez**, Ethnic Studies SSIS (absent), **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, **Julian Heather**, Faculty Senate Chair (absent), **VACANT**, Associates Student, Inc., Sp. 2018, **VACANT** University Staff Assembly, Sp. 2019

SPECIAL GUESTS

Diana Tate Vermeire, Executive Director of Equity, Diversity, and Inclusion

OPEN FORUM:

- Deferred

APPROVAL OF THE AGENDA:

Moved: Bronwyn Fields/Philip Flickinger. Unanimously approved.

APPROVAL OF THE MINUTES FROM 02/19/2018: minor changes made, then moved for approval.

Moved: Bronwyn Fields/Philip Flickinger. Unanimously approved.

BUSINESS:

- **Code Membership Update**
 - Tabzeera Dosu reported that Faculty Senate consent agenda item re amendment to the Committee on Diversity and Equity Standing Rules to include the Executive Director of Equity, Diversity and Inclusion as an Ex-Officio member was pulled, and will be presented at a future senate meeting as a first reading.
 - Reminder annual Committee Preference Poll ends March 2
 - Based on those preferences, recommendations for vacancies arising for Spring 2018 will be made.
 - Kathy Garcia is working on filling existing vacancies.
 - Faculty Senate Committee on Committees meets March 9, 8-9am
- **Campus Climate Survey Update** (Ends March 16) – 250 faculty, 61 admin, 400 staff responses as of February 26 (per Diana Tate Vermeire). Around 4,000 total faculty, admin and staff (counted per the affirmative action plan per William Bishop). Need to clarify response rate based on invitations sent.
 - Diana Tate Vermeire
 - Issues around anonymity versus security of responses – compromise required.



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- Diversity Council will meet to consider what to do with raw data, who gets access and under what parameters. Committed to protecting the privacy of individuals.
- Need for a strategic planning process to act on the climate survey and asked who should be involved. Suggestions from CODE members included: representatives from Diversity Council, CODE, University Staff Assembly, ASI, affiliation groups (e.g. Women's Center, Pride Center, University Center for Persons with Disabilities), Faculty Senate (perhaps CODE representative).
- Tabzeera Dosu: this plan should inform the Academic Affairs Strategic Plan / campus strategic plan. CODE members should participate and contribute as needed.
- William Bishop: Title 9 survey required within the next academic year (2018 – 2019) for all CSU campuses.
- **2014 Campus Climate Survey for Faculty**
 - Tabzeera Dosu presented a copy to Diana and background was discussed
- **Academic Affairs Strategic Plan**
 - Email from Provost today about open forums – to review the draft.
 - William Bishop has not seen it yet.
 - Tabzeera Dosu has seen 2 presentations, and wonders if diversity is sufficiently threaded throughout.
 - Diana Tate Vermeire reports this gap has been discussed in meetings she has been in.
 - CODE members encouraged to participate in forums and provide input into revisions to include diversity.
- **Senate Executive Committee Referral/Recommendation Update**
 - Ethnic studies referral – Tabzeera Dosu will follow up with chair of ethnic studies.
 - Tabzeera Dosu will draft a memo on Chancellors paper for senate executive for further action.

ADJOURNMENT: The meeting was adjourned at 2.48pm