



**COMMITTEE ON DIVERSITY AND EQUITY (CODE)
MINUTES OF THE MEETING OF 04.16.18**

Approved: 05.07.18

CALL TO ORDER:

The Chair called the meeting to order at 1.38pm.

ROLL CALL:

VOTING MEMBERS

Tabzeera Dosu, Library LIB, **Bronwyn Fields**, Nursing HHS, **Philip Flickinger**, Theatre & Dance A&L, **Elvia Ramirez**, Ethnic Studies SSIS (absent), **David Zeigler**, Mathematics and Statistics NSM At-Large Sp. 2019 (absent), **VACANT**, At-Large Sp. 2020, **VACANT**, At-Large Sp. 2020, **VACANT**, Faculty Senator Sp. 2018

NON-VOTING/EX-OFFICIO MEMBERS

William Bishop, Human Resources, **Julian Heather**, Faculty Senate Chair (absent), **Diana Tate Vermeire**, Executive Director of Equity, Diversity, and Inclusion (absent), **Ariane Rusanganwa**, Associates Student, Inc., Sp. 2018, **VACANT** University Staff Assembly, Sp. 2019

OPEN FORUM:

- Philip Flickinger thanked Ariane Rusanganwa for raising the issue of creating an opportunity for students to discuss the Stephon Clark shooting during or after class, or to be directed to appropriate faculty / university forums / resources, during the previous CODE meeting. He provided his students with this opportunity.

APPROVAL OF THE AGENDA:

Moved: Philip Flickinger/Bronwyn Fields. Approved.

APPROVAL OF THE MINUTES FROM 04/02/2018: minor changes made, then moved for approval.

Moved: Philip Flickinger/Tabzeera Dosu. Approved.

BUSINESS:

- **Commencement - Marching Order**
 - Tabzeera Dosu reported this issue was discussed at Senate. It was confirmed that if students arrive at graduate and need accommodations re visibility, name etc. these changes can be at the time of the ceremony – all staff participating are trained
- **Diversity Council Campus Climate Survey Update**
 - Tabzeera Dosu reviewed some early data at the recent Diversity Council meeting. Diana Tate Vermeire will work with ORI to put the data into a more usable format. Expects that the data will be analyzed over the summer, with a possible Fall release date for campus – maybe some focus in President's Fall Address, but may not all be ready for release.
- **Academic Affairs Strategic Plan**
 - <http://www.csus.edu/senate/senate-info/17-18agendas-minutes/030118agenda-minutes/aa-sp.pdf>
 - Draft Academic Affairs Strategic Plan – 75 focus group discussions will be held re the draft, and will contribute to revision. Mission and Vision will be reworked. Values include Equity, Diversity and



SACRAMENTO STATE

Faculty Senate

Inclusion. But priorities do not explicitly state efforts around diversity – perhaps included in other categories such as student success measures, fundraising, professional development – for students and faculty.

- Our questions – does this draft seem inclusive? Is student success focused on ALL students? Strengthen academic programming – will this allow the reflection of minority issues? Strengthen the support and development of faculty and staff – is the process for success transparent and inclusive? Do new, diverse faculty and staff have the resources they need to succeed? Are the more established faculty and staff given the support and resources they need to work effectively and fairly with new, diverse faculty? Who is the Sac State community? How representative are they? How broad is the sense of community?
- Indicators of success
 - Graduation rates – does this need to include disaggregated data? Improvements in one group may change the average but not reflect the whole.
 - Graduation – at what level? Are students graduating with a D getting a job or getting into graduate school? Is this included in the indicator “graduate placement data”?
 - Increase in student scholarships – does this need to explicitly state that these are reflective of student knowledge of what is available AND reflective of the representation of minority students within the university enrollment?
 - Ensuring priority enrollment is equitable – is this included in the goal of student scheduling? Students must enroll in 12 units to maintain financial aid, but cannot get into the classes they need.
- Strengthen Academic Programming
 - Safety training for students, faculty and staff (not just students)
 - How is diversity reflected in the indicators of success? Does this need to be made explicit – “Diverse hiring and training”?
 - Potential for an indicator of success that relates to “Diverse curriculum / offerings” – discussion around funding, if adding diverse programming may mean cutting current programs, how should this be considered, are these new courses / revised courses, how to overcome silos and incorporate diverse concepts in curriculum revision.
 - Discussion around “Creating more inclusive curriculums” by embedding diversity into existing programs through e.g. examples / case studies that include diverse names, diverse settings. How to measure this? Costs involved – need to have increased resources for diverse curriculum.
- Function and Structure of Office of Academic Affairs
 - Transparency of all processes – expectations prior to hiring. Mentoring very important, but should not be the only way that faculty understand what is expected – need transparency re opportunities and requirements. Discussion around opportunities for service to meet RTP requirements. Also, some Departmental expectations are different from expectations from secondary committees and others.
 - If we value diversity, how can we reward this? Difficulties with bureaucracy, funding etc.
 - Does each College need a Diversity Committee, with a focus on diversity and inclusion? Within Department, do we need a designated person who gets release units (like an advising lead)? Each Department would be represented on the College committee, each College represented on the Diversity Council. We need to try and connect what is already being done with what needs to be done.
- **May 7th Meeting and 2018/2019 planning**
 - deferred

ADJOURNMENT: The meeting was adjourned at 3.03pm