SACRAMENTO STATE
Faculty Senate

COMMITTEE ON DIVERSITY AND EQUITY (CODE)
MINUTES OF THE MEETING OF 04.02.18
Approved: 4/16/18

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

OPEN FORUM:
- Deferred

APPROVAL OF THE AGENDA:
Moved: Philip Flickinger/Bronwyn Fields. Unanimously approved.

APPROVAL OF THE MINUTES FROM 03/05/2018: minor changes made, then moved for approval.
Moved: Philip Flickinger/Tabzeera Dosu. Approved.

BUSINESS:
- **Code Membership Update**
  - New ASI representative, Ariane Rusanganwa, introduced herself to Committee members
  - Kathy Garcia still working on filling vacancies
- **Commencement - MarchingOrder**
  - MarchingOrder is new software to read student names – to reduce mispronunciation and improve speed of graduation ceremony. Names read by voice actors, not a computer, with opportunity for correct pronunciation to be developed with student. Students get a card with a barcode that is scanned as they start to walk, triggering their image with written name to be projected, and spoken name.
  - Tabzeera Dosu raised the issue of "preferred names". These are allowed. This new system will create a more visible link between faces and names. How can individuals be protected and supported in a comfortable graduation experience?
  - Diana Tate Vermeire explained that there is currently no preferred name policy that would allow preferred names rather than legal names to be pulled for MarchingOrder. No mass emails have been sent regarding accommodations, but the graduation website provides information (no information on preferred names on this site as there is no policy at present). Her office is willing to make

accommodations where possible. They have made a thoughtful effort to reduce any problems for this academic year, but their focus is on future years as policies are developed. There are students who have been identified through the system and their preferred names have been manually entered.

- o Philip Flickinger raised issue of capturing images without permission (for example, this could be a problem for individuals who have restraining orders against others). Is there a way within the MarchingOrder system to include an alert on the individual's barcode, so when barcode is scanned the system may e.g. block their image and/or their name, per student request?
- o Diana Tate Vermeire agreed this is a significant issue, and reported that a lot of work has been done to address this.
    - ▪ Notices are displayed at the event regarding capturing and dissemination of images. However, there will be a live stream of commencement, and multiple photographers will be present and may be posting.
    - ▪ An individual who chooses to opt out of permission for capturing and disseminating their image will need to do this affirmatively. Options are to do this prior to the event, at the event by speaking to an official at the time, or after the event as appropriate.
    - ▪ Graduation officials are working on accommodations at the ceremony – for example: a preferred name only identified at the time of the event can be read by a live reader, alternative routes of walking so that the student image is not captured.
- o Elvia Ramirez – will Faculty Marshals be trained to deal with this situation?

- **Diversity Council Campus Climate Survey Update**
- o Diana Tate Vermeire reported the survey closed March 16th. Council is meeting later this week to look at analysis, context and how information will be presented, including division level and college level reporting (Office of Institutional Research will do the analysis). Cautious about "reverse engineering" issue that could allow individual responses to be identified if their work setting and other identifying characteristics were shared. Wants to ensure that information is useful for action – what's working and what's not working. This will require summary data, themes etc.
- o Committee discussion around usefulness and dissemination of survey data.

- **Campus Educational Equity Committee**
- o Tabzeera Dosu attended recent Educational Equity Committee meeting – very student focused, with many student affairs staff participating. CODE has no student affairs focus person at present. Opportunities – vacant University Staff Assembly position and vacant Faculty position – could be filled by someone with a student affairs voice (and for CODE to serve on their committee).
- o Philip Flickinger suggested there is some benefit in this approach, but suggested greater potential benefit may be to have representative from Services for Students With Disabilities.
- o Diana Tate Vermeire suggested there is an opportunity for improved links between committees across the University and that there is a need for better collaboration.

- **Faculty Roles in National / Local Student Movements**
- o Tabzeera Dosu went to a University forum regarding Stephon Clark shooting. Student's comments included the need for faculty to be involved (for example, teaching around this issue, cultural competencies).
- o Ariane Rusanganwa said she would welcome an opportunity for students to discuss this, to have a voice in the classroom or at an individual level. Faculty could let students know that there is an opportunity to discuss this with them e.g. after class if the topic doesn't fit well into the curriculum.
- o Discussion around the potential for feelings of dissonance between individuals and the institution, creating questions for individuals around how to function within the system.
- o Diana Tate Vermeire – how to create a space where the university acknowledges to their community that this is an issue – who we are and how we present ourselves to our community?

- o Philip Flickinger – some faculty are well prepared to facilitate discussions on topics such as this, others are not. Faculty members are human and are processing this as much as others are – this may or may not lend itself to a discussion with students or other faculty. But acknowledgement is important and all faculty should be able to do this. Faculty need to be aware of resources available on the campus and connect students to these.
- o Tabzeera Dosu – some may not need counselling, but a forum for expression / sharing is needed. Are we talking as a community? She would prefer the President's updates to have a title that refers to the topic to make the focus of the update more explicit.
- **Senate Executive Committee Referral/Recommendation Update**
  - o Tabzeera Dosu spoke with the Chair of Ethnic Studies regarding the Senate Executive Committee's Status Report on Campus Responses to Recommendations by the CSU Task Force on the Advancement of Ethnic Studies. Ethnic Studies are satisfied with this report. No further action needed.
- **Academic Affairs Strategic Plan**
  - o Last presentation made to the Faculty Senate. CODE members can take issues forward as needed.

ADJOURNMENT: The meeting was adjourned at 3.05pm