

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE D R A F T

FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting October 9, 2023 Approved by Committee: \_\_\_\_\_

Sub.to Exec. Comm. \_\_\_\_\_ Approved by Exec. Comm. \_\_\_\_\_

Sub.to Acad. Senate \_\_\_\_\_ Approved by Acad. Senate \_\_\_\_\_

POLICY ITEMS \_\_\_\_\_

**Members Present:** Tissyana Camacho; Samantha Fields; Marquita Gamage; William Garrow; Aimee Glocke; Xunfei Jiang; Jinah Kim (Chair); Shiva Parsa (Secretary); Nayan Ramirez; Colleen Tripp; Nikki Usares; John Valdovinos; Ally Walker

**Members Absent:** Suzi Spear;

**Guest(s):**

**I. Meeting was called to Order at: 11:04am**

**II. Approval of Minutes** – September Minutes Approved

**III. Agenda Items**

**A. Charge to the subcommittee- Aimee Glocke**

**B. Update from FERC**

- a. J. Valdovinos- All documents for hiring are equitable and complying with best case practices. It has been a challenge getting the departments to buy-in.
- b. S. Fields- Looking for a specific EEO. Hope to develop something they can keep using, and once we have something we can continue to add to it.
- c. J. Valdovinos- Unfortunately, most conversations are about OnBase and how it is not working.
- d. J. Kim- The amount of work it takes to run the search, takes so much time and effort. The implementation and service are a lot to do. There is no one size fits all.
- e. J. Valdovinos- The broadness of it was to get everyone up to speed. Has seen a lot of good language in the Rubrics.
- f. N. Ramirez- There has not been a lot advertising about the successes.
- g. J. Valdovinos- Maybe as time goes on, we can speak to successes, but also how to keep improving.
- h. N. Ramirez- Worried about faculty of color getting “burnt” out on dealing with these issues.
- i. J. Kim- Which ways can EEC support this work?
- j. J. Valdovinos- Will bring up to the committee, what can EEC do?

**C. Update from AS:**

- a. N. Usares- AS is working on a lot of different things. We are working on the initial feedback from the survey sent to students about, what are the good and bad things on campus. We have also been meeting with committees to make sure to run a diverse and fair AS election.
- b. A. Walker- We are working on a Diversity and Equity Guide for students, this will include resources
- c. S. Parsa- Is the information you are giving accessible to students or are students having to sign-up for it?
- d. A. Walker- There are resources listed and how to use these resources.
- e. J. Kim- Please let us know when the document is available, so we can help distribute.

**D. Updates or announcements from EEC members on Equity and Diversity issues**

- a. J. Kim- Looking at the work that PP&R is doing regarding section 600. They are trying to improve the language.
- b. W. Garrow- There are a lot of conversations about language and the language “buzz” words.
- c. A. Glocke- We have sent the language many times and they have sent it back.
- d. W. Garrow- We have had successes, but section 600 does not speak about how we recruit and retain.
- e. S. Fields- Our personnel procedures are so long. Departments really need to look at their hiring practices.
- f. S. Parsa- This concern is parallel with admissions. We want to recruit the students, but there is nothing in place to retain students.
- g. S. Parsa- Some departments only see the person and not the potential.
- h. S. Fields- Besides language, there are no options for transgender students.
- i. N. Ramirez- How as a university are we going to implement these policies? Who is going to the departments to say these are best case practices and implement them?
- j. S. Parsa- The data for faculty of color should be without the Ethnic Studies Departments.
- k. A. Glocke- We have requested from the Provost office a segregated list of faculty of color without Ethnic Studies.
- l. S. Fields- Department procedures are what really counts. The problems we have are cultured in the departments.
- m. C. Tripp- Departmental culture is the issue.
- n. J. Valdovinos- We do not have full buy-in.

**E. Calendar of events/responsibilities of EEC for 2023-2024**

**a. Spring Semester Retention Event**

- i. N. Ramirez- really enjoyed the event. Would recommend doing it sooner, maybe February?
- ii. J. Kim- Maybe we can have a break-out for just faculty of color?
- iii. S. Parsa- Maybe this could be a follow-up. I also believe that non-faculty of color should hear the struggles of faculty of color.
- iv. S. Fields- February is a good date for the event.
- v. A. Glocke- February is also Black History Month. Is there anything for faculty of color after they become tenured?
- vi. W. Garrow- There are issues with faculty both economic and cultural.

- b. **Faculty Retreat- “five slides in five minutes”**
  - i. J. Kim- The event was well attended. The event can be for changing cultures and transgender issues, not just caregiving. The subcommittee can think of a presentation. I will be happy to work on it with others that are interested.
- c. **Policy on support for transgender and non-binary CSUN community members**
  - i. J. Kim- We have committed to support these communities; what kind of language can we propose? We can discuss later.
- d. **Campus Climate Survey**
  - i. J. Kim- Would the committee like to work on this? We would need to work with the Provost office.
  - ii. S. Parsa- The timing of the survey has to be very intentional.
  - iii. M. Gammage- The climate survey was done last year. We should check-in with Freddy first.
  - iv. S. Parsa- Perhaps we can do the survey at the Retention Event?
  - v. J. Kim- We can share with the President and the Provost.
  - vi. N. Ramirez- Likes the idea of a targeted survey.
  - vii. S. Parsa- This could let us know items to cover at the Retention Event.
  - viii. J. Kim- Is the committee committed to A, B, and C?
  - ix. J. Kim- There is unanimous support for working on A, B, and C. Who wants to work on A? John, Will, Nayan, and myself will work on this.
  - x. J. Kim- Samantha, Colleen and myself will work on B.
  - xi. J. Kim- Committees will meet at the second meeting date.

#### **IV. Updates and Announcements:**

- A. New business
  - a. A. Walker- There is a link for open positions in A.S.
  - b. S. Parsa- The EOP Free Speech Event is coming up on Wednesday, October 25<sup>th</sup>. We will send out a flier to the committee.
  - c. A. Glocke- Chicano/Chicana studies is having an event for tuition increases later this month.

#### **V. Adjournment 12:27pm**

