CALIFORNIA STATE UNIVERSITY, NORTHRIDGE D R A F T

FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting October 10, 2022\_ Approved by Committee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

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

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

**Members Present:** Marquita Gammage; William Garrow; Jinah Kim (Chair); Raphael Lee; Nayan Ramirez; Suzi Spears; John Valdovinos; Teresa White

**Members Absent:** Anwar Alroomi; Xunfei Jiang; Shiva Parsa (Secretary); Terri Todd; Nikki Usares;

**Guest(s):** Del Williams

**I. Meeting was called to Order at: 11:20am**

**II. Approval of Minutes – September 12, 2022 minutes approved**

**III. Agenda Items**

1. **Teaching Evaluations: Suzi Spear**
   1. S. Spear- Spoke with Dr. Watkins about running a task force, also met with Teresa from Faculty Senate. I also attended two workshops for equity minded faculty evaluations, networking with other staff across the country that are doing the work. We want to have students involved. To get this initiative through we need representation from across the campus. There has been a drafted letter to send to people about the task force. Ideally, we would like to have the task force formed by the end of the year, and at least meet once. May ask Freddie Sanchez from Dr. Watkins office to look over what she sent and send my suggestions. We are looking for possibly a 15-member task force.
   2. J. Kim- How about Zeina Otaky Ramirez, Associate Dean of Students, works with Dr. Watkins?
   3. R. Lee- Will look into getting students involved.
   4. S. Spear- Wants to make sure the task force is representative of the campus. Ideally, individuals that have representation on the campus. Also, someone who is sensitive to the topic.
   5. S. Spear- Are there any Deans that anyone wants to suggest?
   6. M. Gammage- Associate Dean Bohsiu Wu.
2. **AS Report: Raphael Lee**
   1. R. Lee- Working to make a more equitable existence on campus for students. We are trying to get undocumented students to be able to work on campus. There will be a “Campus Conversation, on Monday, October 31st, to speak with students about; what can make the campus better? President Beck will be in attendance.
   2. S. Spear- Would like Raphael to send out fliers and information about this event to the EEC.
3. **Fall and Spring Community Event Report: Jinah, Will, Anwar, Nayan, Shiva**
   1. J. Kim- We had a good meeting, there were a couple of events proposed:
      1. Have a faculty retreat, with a panel.
      2. Spring Event- have a community gathering event, will have a university Brown Bag.
      3. Learn more about what students want. We need to find ways to connect with students.
   2. N. Ramirez- Possibly during the faculty retreat we could have a designated space to speak on equity.
   3. T. White- As the Senate Admin Liaison for the faculty retreat, can bring forward the idea.
   4. T. White- What would be the buy-in for faculty? What are they doing there, networking? Do we think faculty will come? How do we get faculty interested? Is there a topic that can get faculty interested?
   5. N. Ramirez- How do we get new faculty interested to come?
   6. T. White- Perhaps have an outside dynamic speaker that faculty might be interested in.
   7. S. Spear- Would the faculty retreat highlight diversity and inclusion or any research?
   8. S. Spear- Perhaps enlisting the department chairs to help with getting faculty to attend?
   9. J. Valdovinos- I would be interested in attending if I knew what was on the agenda, and if the topic was relative to my job.
   10. N. Ramirez- I would be interested in anything based on faculty success and productivity in the classroom.
   11. S. Spear- Practical information to help teaching, to better serve students. A dynamic speaker outside of campus.
   12. R. Lee- a good speaker.
   13. S. Spear- Do we have a sense of areas that do not attend the faculty retreat. What type of faculty do not attend?
   14. T. White- We can reach out to those that do not attend, and ask, what would it take for them to attend?
   15. J. Kim- If we think there is a role for EEC, let us know at the next meeting.
4. **Exit Surveys: Del Williams**
   1. J. Kim- We invited Del to find out more about why Black faculty, staff and students are leaving?
   2. D. Williams- I have been speaking with faculty, staff and, students asking; why are they leaving? What could be done to make them stay? There is a Diverse Roundtable on October 26th, to listen to why people are leaving. Money is an issue; CSUN has been historically “low-balling” new faculty. There is not a lot of support for Black faculty and staff on campus or in the community.
   3. T. White- What is your vision for the October 26th event?
   4. D. Williams- This is designed as a Diversity roundtable discussion to bring issues to the campus.
   5. J. Kim- Can you give examples of some of the things you have heard from students?
   6. D. Williams- Black students have been told they should not be in a particular major. Also, when these students have brought up issues regarding faculty, the do not see any action, when they are voicing things that should not be in the classroom.
   7. R. Lee- There is an AS link that goes to a suggestion box, for any racial inequalities or other discriminatory incidents.
   8. T. White- How are students made aware of the suggestion box?
   9. R. Lee- This has not really been promoted yet. Most of the suggestions the box has received are racial or disabilities issues.
   10. T. White- Do we have ideas of how to get this information to students? Perhaps, reaching out to the cultural houses and diversity organizations on campus.
   11. S. Spear- Interested in attending the Diversity RoundTable.
   12. D. Williams- The invite will go out to faculty and staff to attend. The purpose is to try and get diverse faculty and staff to talk about their experiences on campus and in their departments. We would like to also get some ideas and strategies on the issues that have been brought to the table.
   13. T. White- We also want to get information from staff of color as to why they are leaving.
   14. D. Williams- This will be marketed that everyone’s opinion is taken into consideration.

**IV. Updates and Announcements**

**A. JEDI SLOs with EPC**

**B. Spring meeting time**

**C. New Business**

**V. Adjournment 12:33pm**