CALIFORNIA STATE UNIVERSITY, NORTHRIDGE D R A F T

FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting February 13, 2023\_ Approved by Committee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

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

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

**Members Present:** William Garrow; Xunfei Jiang; Jinah Kim (Chair); Jose Paez; Shiva Parsa (Secretary); Nayan Ramirez; Suzi Spear; Terri Todd; Theresa White

**Members Absent:** Anwar Alroomi; Raphael Lee; Nikki Usares; John Valdovinos

**Guest(s):** Sid Hansen; Jacob Lau; Sheena Maltron; Martin Pousson

**I. Meeting was called to Order at: 11:05 am**

**II. Approval of Minutes**

**III. Agenda Items**

1. **AS Report (tabled)**
2. **Discussion on Senate Resolution**
   1. W. Garrow- Faculty Senate says, if the resolution needs to be re-written, the committee can do that.
   2. S. Spear- Who drafted this?
   3. W. Garrow- Michael Neubauer, will put the resolution on the Faculty Senate agenda, if we get it to him by Thursday.
   4. S. Spear- If we approve the resolution, what would need to take place for change to happen?
   5. J. Kim- Once we pass a resolution, it is something that we continue to work on and support so that follow-thru happens.
   6. J. Paez- What actual change will be made? Do we put a full resolution in front of the Faculty Senate on Thursday?
   7. W. Garrow- We can go with the original resolution, to send to the Faculty Senate for a vote, and if we want something else, we can write another one.
      1. If we put this on the February agenda with the Faculty Senate with the CSU-wide one; maybe we can follow-up with Michael, to see if we can re-write a beefier resolution.
      2. I am more than happy to put forth the resolution as a member of the Faculty Senate.
   8. T. Todd- The resolution seems vague. Can we add stronger language, so that departments and professors must follow-thru? Perhaps, use language that is more of a directive.
   9. W. Garrow- The language can be changed any time before the resolution is passed.
   10. J. Kim- The EEC thinks this has merit and would like to support it. The committee would like to have something more CSUN wide with more directives.
   11. W. Garrow- Before voting we should meet with representatives of departments that are doing the work.
   12. J. Kim- Who would like to be a part of the resolution sub-committee?
   13. W. Garrow- Would like to be a part of the subcommittee.
   14. R. Nayan- Would like to be a part of the subcommittee.
3. **EEC Spring Event**
   1. J. Kim- Will EOP still support the Spring Event?
   2. S. Parsa- EOP will continue to provide support for the event.
   3. J. Kim- Anyone want to join the subcommittee to plan the event?
   4. S. Spears- What happens at these events?
   5. J. Kim- The EEC invites all probationary faculty to meet, there will be senior faculty mentors answering questions. The event also helps build community on campus.
   6. S. Spear- Is there any follow-up to the event Del Williams had? Would love to hear what came out of the event.
   7. J. Kim- For the Spring Event we can send out a survey asking faculty, what would they like to talk about? We can put what we have learned in front of people that can make changes.
   8. J. Kim- Will, Nayan, Suzi, and Anwar will continue to work on Spring Event.
4. **Teaching Evaluations- Suzi Spear**
   1. S. Spear- The task force has 18 members; Nelly Durant is the co-chair.
   2. S. Spear- What is Teaching Effectiveness? There is a lot of interesting things being done, like at the University of Oregon. They are very thoughtful trying to use the evaluations to improve teaching. Perhaps, to get buy-in from the broader university community, this information can be presented to an EEC sponsored Town Hall? This will be an on-going process.
   3. T. Todd- A Town Hall meeting connecting voices in the community is a great idea.
   4. S. Spear- Ideally, we could accomplish something visible by the end of the semester. If anyone knows of any Deans, Directors, doing innovative work for equality, diversity; please send an email with their names.
   5. M. Gammage- How do we evaluate teaching effectiveness within the RTP? How do we evaluate teaching effectiveness with no criteria?
   6. S. Spear- Will bring these questions back to the Task Force.
5. **Senate Resolution**-
   1. S. Hansen- We intend on passing a resolution on CSUN. There has been misgendering and dead naming on campus at natural level, with most of this is treatment of directed towards trans-Individuals. There has been a lack of resources and a lack of support from university administration. Faculty and Faculty- Senate can do a lot more to support trans students.
   2. S. Malhotra- This body can take this resolution forward to the Faculty Senate.
   3. J. Lau- We are pushing for resolutions. One of the things beings worked on is a movement to update software systems with names, so that professors cannot see government given names.
   4. M. Pousson- In terms of dead-naming and mis-gendering, our campus is behind statewide. We need to put pressure on the administration with activism on campus.
   5. J. Kim- Will first go to the Faculty Executive Committee, passing a resolution committed to following through that this will be acted on.
   6. M. Pousson- We need the expertise of trans scholar faculty on campus to help move forward.
   7. S. Malhotra- How will this move forward with EEC?
   8. M. Gammage- Were you all looking for feedback or were you ready to move forward?
   9. S. Hansen- We would like any feedback to help push forward.
   10. S. Spear- Are you happy with this resolution?
   11. S. Hansen- Their resolution is targeted more towards CSUN issues.
   12. M. Pousson- Should non-binary be included?
   13. J. Lau- We can certainly write that in.
   14. M. Gammage- We should resolve that in classrooms, there are non-gender specific rosters. There should be non-gender specific restrooms in all buildings on campus.
   15. M. Gammage- Do we want training for staff, faculty, and administration?
   16. W. Garrow- Administration will see training as a union issue.
   17. J. Kim- Will you all share this document as a Google Document, so that everyone can add input. We can vote to support this.
   18. J. Kim- We as a committee are in support of: trans, non-gender, non-binary students and faculty on campus.
   19. W. Garrow- Move to support trans, non-binary, non-gender students and faculty on campus.
   20. J. Kim- Unanimous EEC support of trans, non-binary, non-gender students and faculty on campus.
   21. M. Pousson- We like would like the President to use her platform to address trans issues on campus.

**IV. Updates and Announcements**

1. New Business
   1. Directory

**V. Adjournment 12:33pm**