

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting December 11, 2017 Approved by Committee February 12, 2018

Sub.to Exec.Comm. _____ Approved by Exec.Comm. _____

Sub.to Acad.Senate _____ Approved by Acad.Senate _____

POLICY ITEMS _____

Members Present: Kim Henige, Dimpal Jain, Michael Neubauer, Omar Ruvalcaba, Tadeh Zirakian

Members Absent: Marcella DeVeaux(Chair), Kathleen Young, Eric Garcia, Boris Ricks, Shiva Parsa (Secretary), Xochitl Flores-Marcial

Guest(s): Sandra

I. Meeting was called to Order at 11:40am

II. Approval of Minutes from the last meeting: Due to a lack of a quorum, the minutes of the last formal meeting of Nov. 13th, will be discussed at our next meeting.

III. Additional Agenda Items

- A) Faculty Retreat – Will be taking place on January 16, 2018
- B) Faculty Retention Workshop – **To Be Discussed at our next meeting**

IV. Updates & Announcements

- A) Campus Climate Survey Sub Group
 - 1. T. Zirakian reported that the sub group met with the Commission on Inclusion and Diversity. Members of the subgroup included T. Zirakian and Eric Garcia who met with Interim CDO, Susan Hua.
 - 2. Due to issues with access to the 2015 Campus Climate Survey data, Sub Group is undecided if they should try to use this data or start fresh with new questions. They feel there needs to be better coordination of data sources.
- B) Faculty Retreat Sub Group
 - 1. Omar Ruvalcaba discussed the creation of the EEC poster for the Faculty Retreat.
 - 2. The sub group determined the poster design. The next step is for the EEC to insert the data from the campus climate survey findings. The three sections include 1) CSUN areas of strength and benefits of diversity 2) Areas of improvement for CSUN and 3) Recommendations/Best Practices. The areas

will include both research from the campus climate survey and previous research.

3. Omar emailed various documents of data to the committee on 11/28/17, with the request to review and be prepared to recommend data that should go on the poster.
 4. He will check with S. Grant to determine what campus climate data can be shared
 5. January 3rd is the deadline to provide S. Grant and M. DeVeaux with the poster and obtain their feedback.
 6. January 8th is the deadline to provide L. de Leon with the information on the poster so that she can finalize the poster. The deadline for the poster to be completed will be 1/12.
- C) Wilson Scores Sub Group
1. Michael Neubauer reported on his meeting with Amita Naganand. Found out there are currently 86 different teaching evaluation forms on campus. He will follow up with her to look at the different questions and compare them to the literature to see which questions invite bias.

V. Agenda and or Action Items for the next meeting

- A) Campus Climate Survey Sub-group
- B) Faculty Retention Workshop Suggested date of April 3, 2018

VI. Meeting Adjourned at 12:30pm

Best Practices for Creating a Safe Spaces - Discussed to Include in Poster

- Current events - be aware of them
 - Inequity
 - Acknowledge Policy/legislation
- Respect differences in class
 - Set ground rules
 - Student & faculty decide
- Aware of power dynamics
 - Students don't want to let you down
- Being flexible and reaching out to students
 - Internet, phone, and meetings
- Use other ways of assessing potential
- Consider student strengths rather than what they lack
 - Community cultural wealth
 - Learning Mindset
 - Funds of knowledge
 - How do you get from the differences, to the commonality? Finding the common goals.
The end closure on the commonality we all share.
- Consider what you expect students to bring to your intro courses. How might this be closing doors to students who did not have access to these learning opportunities? How can you bring those students up to the level of your other intro students?
- Be supportive of faculty and form genuine relationships. Offer to meet junior faculty and give professional advice
 - Approaching faculty and asking "How can I help you best
 - Offer advice
 - Share struggles
 - Ask what they would like to discuss



Strengths	areas of improvement
positives of diversity	research
research	research
Climate Survey	Climate Survey

concrete (best practices) advice

- Current events
 - inequality
 - acknowledge
 - policy/legislation
- Respect Diff's in class
 - set ground rules
 - student & faculty decide
- Aware of power dynamic
 - Students don't want to let you down or appear dumb