



## Academic Senate CSU

### JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (JEDI)

#### MEETING AGENDA: FRIDAY, FEBRUARY 23, 2024

TIME: 11AM-4PM

(3-3:30 LIAISE WITH STANDING COMMITTEES)

#### VIRTUAL MEETING

1. Welcome & Check-Ins
2. Approve Agenda
3. Approve Minutes
4. CSUN Land Acknowledgement (Sussman-Dabach)
5. JEDI Meeting Agreements and Interruption Practice Statement
6. Announcements
7. Business
  - a. Postponed January 2024 JEDI Training-CFA
    - i. Interruption Practice/Debrief November Meeting
  - b. Bargaining/Strike Update--JEDI Related Issues (Filling)
  - c. BIPOC Senator Caucus (Nakano)
  - d. Updates regarding DHR & Gender-Based Violence Initiatives on Campuses
    - i. Diversity Sustainability (Stories of POC) (Filling)
      - Follow-up re Mike Mulligan Case, CSU Fresno (Butler-Byrd)
      - Cozen Implementation Plan Committee Updates
  - e. Challenges to DEI on programs/campuses:
    - i. Updates re: Manufactured culture war(s): Harvard former President Claudine Gay
    - ii. Updates re: Islamophobia, Antisemitism, Racism, Silence and Freedom of Expression in Classrooms and Committees: Faculty Professional Ethics Issues
      - AAUP Statement on Professional Ethics

ASCSU 2023-2024

Justice, Equity, Diversity, and Inclusion

(JEDI)

[jedi@lists.calstate.edu](mailto:jedi@lists.calstate.edu)

**Nola Butler-Byrd, Chair**

Counseling & School Psychology

[nbutler@mail.sdsu.edu](mailto:nbutler@mail.sdsu.edu)

**Steven Filling, Vice Chair**

Accounting

[sfilling@mac.com](mailto:sfilling@mac.com)

**Donna Garcia, Secretary**

Psychology

[dmgarcia@csusb.edu](mailto:dmgarcia@csusb.edu)

**Santhi Kavuri-Bauer**

Art of History

[santhi@sfsu.edu](mailto:santhi@sfsu.edu)

**Dana Nakano**

Sociology

[dnakano@csustan.edu](mailto:dnakano@csustan.edu)

**Boris E. Ricks**

Political Science

[boris.ricks@csun.edu](mailto:boris.ricks@csun.edu)

**Elizabeth Sussman-Dabach**

Family & Consumer Science

[elizabeth.dabach@csun.edu](mailto:elizabeth.dabach@csun.edu)

**Michael Vann**

History

[mikevann@csus.edu](mailto:mikevann@csus.edu)

**Mary Virnoche**

Sociology

[mary.virnoche@humboldt.edu](mailto:mary.virnoche@humboldt.edu)

**Gwen Urey, Executive Committee Liaison**

Urban & Regional Planning

[gurey@cpp.edu](mailto:gurey@cpp.edu)

**Jeff Gold, CO Liaison**

Interim Associate Vice Chancellor, Student

Success

[jgold@calstate.edu](mailto:jgold@calstate.edu)

**Ray Murrillo, CO Liaison**

Interim Assistant Vice Chancellor, Student

Affairs, Equity & Belonging

[rmurrillo@calstate.edu](mailto:rmurrillo@calstate.edu)



## Academic Senate CSU

- [Too Much Heated Rhetoric on Campus. Bring Informed Debate Back to Universities](#)
  - iii. Enrollment Crisis—JEDI-related Updates
    - [Manhattan College has terminated over sixty tenured faculty](#) (Vann)
  - iv. [CSU Earned Top Marks for Empowering students and Promoting Upward Mobility](#)
    - <https://www.socialmobilityindex.org/> - rankings are towards the bottom. SDSU is 154, CSUDH is 1
    - <https://www.usnews.com/best-colleges/rankings/national-universities/social-mobility> - SDSU is 38, CSULB is 1
  - f. Repository of campus Senate diversity plans
  - g. Competition to house the Black Excellence Center
  - h. ASCSU BIPOC Senator Recruitment, Retention & Leadership Development
    - i. Term limits and/or another policy of “stepping back/down” to increase diversity on the ASCSU? (Vann)
  - i. Requests from [Faculty Trustee Yee Melichar](#)
    - i. GI 2025 and Student Success
    - ii. Implementation of AB 928
    - iii. The misguided war on the SAT - do standardized tests hurt diversity?
    - iv. Annual Systemwide Report on Hate Incidents on Campus
    - v. Update on Civil Rights (Title IX and other Nondiscrimination) Programs and Services
  - j. Undocumented Student Services (Nakano)
  - k. MyLab Accessibility Issues (Nakano)
- 8. Resolutions**
- a. Lecturer Seats on ASCSU (Filling)
    - i. Amending the Constitution of the Academic Senate, the California State University (ASCSU) to Add Three Designated Temporary Faculty Positions
    - ii. Change in Bylaws of the Academic Senate, the California State University (ASCSU) to Accommodate the Addition of Three Designated Temporary Faculty Positions
  - b. [Resolution Calling for California to Ban Book Banning](#) (Weston|Butler-Byrd)
  - c. SB-447 [GO-Biz: Building and Reinforcing Inclusive, Diverse, Gender-Supportive Equity Project](#) (Nakano|Garcia|Filling)



## Academic Senate CSU

- d. Resolution about CSU International Programs and DEI Issues (Vann|Virnoche)
- e. Resolution about the CO's notice about "low degree programs" (Kavuri-Bauer)
- f. JEDI Committee Bylaw Charter Updates
- g. [Support Reparations Resolution](#)

### 9. Reports

- a. BA Program at Pelican Bay State Prison (Schnurer, Wallin-Sato, Taylor, and Ladwig) [Time-certain 1:30pm]
- b. ASCSU Executive Committee Liaison (Urey) [Time Certain: 1:00pm]
- c. Chancellor's Office Liaison(s) [Time Certain: 2:00pm]
  - i. Recommended changes to the sexual orientation and gender identity question in the Cal State Apply application and CMS Self-Service.

### 10. Clean Up JEDI Agenda

### 11. Adjournment

### Upcoming Meetings:

- Wednesday, March 13, 2023
- Friday, April 19, 2023 (Virtual Interim Committee Meeting)
- Wednesday, May 15, 2023

### JEDI Group Agreements and Interruption Practice Statement:

- Be brave
- Be open to dialogue
- Share your opinion and perspective
- Listen and question to understand more deeply
- Don't take yourself too seriously
- Disagreement is okay (disagree without being disagreeable)
- Move up and/or move back (make space for others)

- [Interruption Practice Statement](#)

As part of our continuing commitment to an environment where equity, diversity and racial/social justice may thrive, when we experience examples of racial narratives, racism, whiteness or misogyny in our meetings, or as we conduct our business, we will speak up. This means we can interrupt the meeting and draw the issue to one another's



## Academic Senate CSU

attention. We will do this kindly, with care and in good faith. Further, as we engage interruptions we will take an intersectional approach, reflecting the fact that white supremacy, racism and misogyny operate in tandem with interlocking systems of oppression of colonialism, class, cisheteropatriarchy, and ableism, among others.

### Academic Senate of the California State University Bylaws

#### *(5) The Justice, Equity, Diversity, and Inclusion Committee*

The committee shall make recommendations to the Academic Senate on matters of statewide concern including, but not limited to, the following areas:

- (a) alterations to ASCU documents, procedures, and practices to promote equity and inclusion;
- (b) mentorship programs for new senators;
- (c) establishment and support of affinity groups within the ASCSU;
- (d) promotion of opportunity and equity in Senate committee membership and leadership;
- (e) methods of improving the climate and tenor of debate to ensure all voices are included;
- (f) recruitment of new senators and efforts to diminish barriers to the participation of diverse faculty;
- (g) promotion and maintenance of a feedback-rich culture within the ASCSU;
- (h) use of funding to improve equity, diversity, and cultural inclusivity within the ASCSU;
- (i) collection and dissemination of data concerning faculty and senate demographics on each of the campuses;
- (j) such other matters as may be brought before it by the Executive committee or the Academic Senate CSU.