

**Social Justice ad hoc Committee Meeting Minutes of February 23, 2021**

- I. CALL TO ORDER at **12:16 PM**
- II. ROLL CALL  
**Present:** Anjelica de Leon, Jillian Manlapaz, Marlo Spooner, Sumandeep Kaur, Malia Heeren, Maria Hernandez, Apruva Singh, Kimberly Baker-Flowers.  
**Absent:** Erik Pinlac.
- III. ACTION ITEM - **Approval of the Agenda**  
**Motion** to approve the agenda of February 23, 2021 by **J. Manlapaz**, second by **M. Spooner**, motion **CARRIED**.
- IV. PUBLIC COMMENT – **Public Comment is intended as a time for any member of the public to address the committee on any issues affecting ASI and/or the California State University, East Bay.**  
No public comment.
- V. UNFINISHED ITEMS:  
No unfinished items.
- 2:29**
- VI. NEW BUSINESS ITEMS:  
A. INFORMATION ITEM - **Robert’s Rules of Order**  
The Social Justice Ad hoc Committee will be informed on the Robert’s Rules of Order.  
**A. De Leon** states Robert’s Rules of Order is the format that we will be using during our meetings. The purpose and core principles are used to maintain order, credibility, enhance efficiency and productivity. In this format, majority rules, only one motion is a considered at a time, the chair will facilitate and maintain order throughout the meeting, and everyone has the right to speak and vote. Our quorum will consist of having the majority plus one of all members are required to attend the meeting in order to hold the meeting. In our committee, we have six members total out of those six, four must be present by 12:30 PM. I will be sending out agenda calling, which will be used for everyone to send discussion items that they



would like to discuss during the meeting. Once I sent out the agenda for the meeting, these agenda can be amended or adopted during the meeting. Next, closed session is for when we have sensitive information or appointing someone in our meetings, this will mainly apply to only personnel and not us. The next section is really important for everyone to understand, which is how to make a motion. A motion is a proposal by a member which recommends an action the body should take. For example, when we motioned to approve the agenda, someone has to motion it first and someone has to second it afterwards. The term you should use to make a motion is, “I move to or I move that”, do not use “I motion to or I make a motion to”. We are all learning so do not be afraid if you say it incorrectly, we are all here to learn. We can also amend motion, which is to modify a motion in some way. It can only apply to motions that are on the table but cannot propose something new or off topic. It also must be introduced prior to a vote and requires a second motion. You can use the language, “I move to amend the motion to insert or strike out...”. The powerpoint that I am presenting will be shared with all of you and I will be skipping over sections that do not apply to you. However, if you need to go back and reference some sections, I do advise to take notes. Another example of these motions during an action item is: Action Item: ASI Policy Agenda, person one state I move to approve the ASI Policy Agenda. While second person states I second and we move to voting. We do not have an action item today, but this is the format that you will use. If there is an action item that involves money, you must include the amount of money in order for it to be included in the motion and minutes. Next example will be if we are appointed someone to a committee, then you will say I motion to appoint blank name as the ASI Vice President of Starbucks and get a second motion. Overall, in order to motion one has to be specific, have a second vote, have a discussion and then vote. Does anyone have any questions? I also want to make everyone aware that these meetings are recording and then transcribed if you need the minutes to refer back to anything. I do ask to state your name before you start talking in us for our transcribers to know who is speaking.

**10:48**

**B. DISCUSSION ITEM - Black History Month**

The Social Justice Ad hoc Committee will discuss Black History Month at CSUEB.



**M. Spooner** states I have been at East Bay for over a year and a half. Over the years, I have not seen the campus focus on Black History Month at all. I would have hoped for this year that the campus would recognize our students after all the events that happened last year. We only have a few days left for black history month and it is sad to see not much has been done for this month. I believe we do have an African American person who was part of the Black Lives Matter Movement having a presentation coming up. I am not only saying this because I am African American male, but I believe that all ethnic backgrounds should be given some type of acknowledgement by our campus. As a committee, we need to find a way to address this issue and find someone that is empowered of not letting this issue happen again. I have shared by experiences as an African American male on campus with law enforcement. It is crazy to think how many memos are sent out to students who states that a crime possibly caused by a Black student. Instead of saying a Black student, I believe is not a definite description of an individual and should be refrained from saying possibility Black. I have other examples how our society and campus show some sort of prejudice pertaining to a certain race. Hopefully as a board, we can come together and discuss these issues. **K. Baker-Flowers** states I hear what M. Spooner is about his experience at East Bay. As the Universities Diversity Officer, the way that we handle each awareness or cultural heritage month is by hosting speaker series. For instance. Last month, our speaker was Lisa Garza for social justice month and this month we brought Melissa Harris Perry, she will be coming this Thursday. This information is posted through every student channel like Blackboard or the universities social media outlets. Last year was our first year doing the cultural awareness month this way and created different committees for each month. We had faculty, staff and students form several different events throughout the month. We found out that we could not have many student involvements due to the time of year and because of COVID- 19. If you have any suggestions or if you want to see a particular speaker, reach out to Jessica Murphy in the Diversity Inclusion Student Center. She will be in charge of them and we are recruiting speakers for next year, we have them do a community dialogue and visit a classroom. For example, Lisa Garza, attend one of Dr. Nicholas Baham class for an ethnic studies course. This time, Melissa Harris Perry is going to Dr. Wilson's ethnic study course and next month, we will bring in Robin Diangelou for women's history month. We try to bring in big named speakers, if there is anyone that you will like to particular see and you think your friends are going to listen to on each one of these heritage night, let us know now due to



booking people soon. This particular school year, we have a hard time trying to engage students in any activities, despite having many different activities happening at the D.I.S.C. If you check them out on BaySync, you will see different type of events, we recently had a game night, and they are doing different types of events pertaining to each month. You can also email me if there are any questions regarding our campus police department, I am working with them to deescalate a disruption that happens during class and on campus task force. Also, in noting their interactions and stance around community policing. If you have any experience where things are making you feel worried, please reach out to me. I am working with the police chief and we are going to create a townhall maybe this or next semester. In order for students, staff, and faculty to ask any questions you may have regarding social justice. We also have a subcommittee of the African American and Black Alliance Collective, I am forgetting what its acronym is. It is comprised of primarily faculty and the subcommittee is looking at a notion to defund the police. It is run by one of the sociology professors, in which they had a series of teaching last semester and will be doing more this semester. There is many movements and discussions that will occur, students are also invited to participate in these discussions. I can work with A. De Leon in order to send this invitation to your committee that way you are all aware. The hope is that you are all sharing this information widely in order to gain more student involvements and input. **A. De Leon** states thank you for sharing all of this information, which is why I wanted t to have you in our meetings. **M. Spooner** states thank you for the information you have shared with us. I recall you stating bringing in high profile individuals, however, have you have thought about brining local speakers. Next, regarding the police setting, if we are talking about Black history or the Black experience, I do not feel as if we can do anything due to not having enough representation on campus. In my whole college experience, I have five associated degrees and I am working on my bachelors now, I have yet to have a Black instructor. The coalitions that you are talking about also do not have any representation due to only having white professors. I have sat down in these meetings and I am not sure if the Black professors or not invited or if we have any Black professors. **K. Baker-Flowers** states we honestly do not have many Black faculties, but we are trying to have more fellows in the diversity inclusion student center. There are three different faculty members, one is for African American Students who is a male, next we have Andrea who is our Latina professor who does math and health science. Lastly, we have Michael Stanton, who is another Native American or Indigenous. For the last



year, we had these three-faculty members have office hours at the D.I.S.C and there is an opportunity for you to become scholar students, you will also be paid. I believe N. Kaur is part of this. This is an opportunity for M. Spooner to be with a Black faculty member due to not having this experience in your major. You can be mentored, do research, and have this person provide more opportunities for you, while receiving a stipend. We are going to start recruitment for next fall if any of you are interested, I will make sure to send the application to A. De Leon. Recently, I just got off a call about the State of California and the death of African American faculty for the USC and CSU system, while also creating a plan to recruit and retain more Black faculty members. Which have been one of our greatest issues. The main place to find faculty of color is in our ethnic studies courses. Dr. Nicholas Baham is a very good resource and mentor even if you are not an ethnic-studies major or minor. He really does go out of his way in order to support students. Dr. Anndretta Wilson is an African American female professor we also got Pascale Guiton from health science. We have many faculties who are trying to come together and figure our ways to be visible and show up for our students of colors. However, it has gotten difficult to organize around it, over the summer, we had many faculties who were really active and wanted to do things differently. We are trying to figure out how to best resolve this issue, we also held a few panels for students but have not had many people show up. Again, if any of you have any ideas, in which we can at least have zoom conversations with faculty of color it might help us move things along. I know the African American faculty staff association is having a get together next week, we are inviting all Black student clubs and organizing to come together and the community to complete the climate assessment. I cannot emphasize to you all the difficulty of having students participate in order to get students perspective about race, gender, and sexual orientation. As a Black male, your voice in the surveys allows us to know what areas we need to focus more in. This will demonstrate that M. Spooner really has not had a Black faculty member during his entire college experience. There are various opportunities for you all, it is just getting connected to the right groups. I will also send out the BSU Aphasia. **N. Kaur** states I just sent an email to M. Spooner about the faculty program and club events that we will be having these upcoming months.

28:36

## VII. SPECIAL REPORTS



**J. Manlapaz** states I want to add to the discussion before. I want to point out if we can receive this information more on social media. I know for me this is where I get most of my information from. The more people get reminded or see these post it might cause people to attend these events.

**N. Kaur** states I know we have events happening; however, I know that these events are not all happening from one place. I think it would be helpful putting all related events under one flyer, for example, for Black History Month, we can create one flyer from all organizations having events. I know when people would reach out to my department, we were having difficulties. I was wondering what the best way is to approach this case.

**K. Baker-Flower** states for East Bay there are different divisions that can be hosting events. I know for Black History Month; the history department is bringing of panel of CSU Alumni to discuss about Black History Month and how they became successful. We have our events be hosted by the D.I.S.C that occur out of the diversity office, then we have student affairs has all the events that student clubs or student life is doing. If you look on BaySync, it has a calendar in which you can view events that are happening throughout the month. Next week, we have Inclusive Excellence week that we are offering as an unconscious bias workshop for faculty, staff, and student. I can suggest this idea to student life as student affairs, but I suggest trying to get everyone's input, which we tried last semester. However, it was difficult to have everyone come together to print a monthly calendar, even then people will submit this information late.

**M. Heeren** states when I was a senior last year, in certain months we would have different activities that we will do during class. I was wondering if the faculty is willing to give us thirty minutes of their time to do these activities so that when we get students to complete student surveys and not create a separate event. I know this past semester, none of my teachers would discuss about events happening on campus.

**K. Baker-Flowers** states it will depend on the faculty member. We can ask faculty to share this information with all department chairs in order to get these matters to the students. For example, I am co-teaching a class in health science this semester, so my students will be informed through announcements on what I am doing. Again, it will depend on the faculty member, which we cannot force them to do.

**M. Spooner** states as a sociology major, I will be coming in contact with people from different backgrounds. After stating all my facts earlier, it sounds as if the campus is not inclusive and it sounds as if the campus understands that. I was wondering if you have had a discussion on getting training for the professors who are going to do the activities like the D.I.S.C.?



**K. Baker-Flowers** states we have discussed about culturally responsive and culturally sustaining practices in the classroom. Many of them went through training from June until August, however, this was a voluntary option and as you know we cannot force the faculty to do anything it is up to them. During the week of Inclusive Excellence, there is a workshop on culturally responsive teaching, and we are offering many different ways that they can get training around cultural competency, culturally responsive teaching, and cultural sustaining. We are trying to put together a summer institute that is a yearlong training for faculty this will start from summer and we are trying to receive grant funding for this. It has taken us forever to find someone who would fund and be in partnership with a high school, community college, and us to teach teachers how to teach students of color effectively. We have a variety of workshops for faculty to take advantage on, especially last year we had many webinars that my office paid for.

**M. Spooner** states I also hear that when it comes to African American there is always a funding issue. I am not saying it is your fault, however, I do hear these issues when I speak to different professors and students. It saddens me to hear that when Black people bring up their grievances, I always hear that there are issues with funding. Hopefully, we are able to address this issue more in depth and create a plan to find funding. Lastly, you did state that we cannot force faculty, however, we can reach out to an outside source that specializes in these trainings to help fund it. I believe that this type of training should be important as the sexual harassment trainings we do as students. I do not understand how come training on diversity and inclusion is not subjected to the same level and should be address to those in higher positions.

**N. Kaur** states I know when someone gets hired on our campus, they have to complete these trainings, however, I do know that we do not have a training regarding diversity and race. I am not one hundred percent sure and I myself have only done the sexual assault training and how to navigate the CSU system but nothing about diversity and race.

**K. Baker-Flowers** states the reason students, faculty, and staff are required to do a sexual harassment and assault training is because it is required by federal law. The way that higher education work is due to having academic free, faculty have many discretions on deciding what they can and cannot due. Federal law trumps this and requires for there to be trainings like Title IX, however, with diversity equity and inclusion no law exist to mandate the training. Therefore, the training is voluntary for faculty and staff.

**A. De Leon** states I would like to thank everyone for attending today's meeting. This has been an amazing discussion. Kim is our advisor and will be coming to our meetings when she has time. Through ASI I have recently passed an Anti-Bias Training resolution for faculty and staff, along with other board members. This really spoke to what was said today



about implementing an anti-bias training that is similar to the sexual assault and awareness training that is mandated to faculty and staff. There is going to many logistics that we are going to have to work with and with the resolution that was recently passed. We are really challenging the university to take on this challenge. I believe this committee is very important especially to ASI and I appreciate everything that has been said today.

**44:17**

VIII. ROUND TABLE REMARKS

No round table remarks.

**44:22**

IX. ADJOURNMENT at 1:00 PM

Minutes reviewed by:

**Vice President of University Affairs & Chair**

Name: Anjelica De Leon

*Anjelica de Leon*

Anjelica de Leon (Mar 11, 2021 13:18 PST)

Minutes reviewed on:

**3-9-2021**

Date:










# Social Justice ad hoc Committee Meeting Minutes of February 23, 2021 .

Final Audit Report

2021-03-11

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