

Unity Council at Cal Maritime – Meeting Minutes

Academic Year 2016-17

Date: 7/27/16 Location: Topp Time: 9-10am	Attendees: Sharon Culpepper, Elaine Kociolek, Tari Houston-Collins, Kathy Baird, Ian Wallace, Frank Yip, Ingrid Williams, Members absent: Marc McGee, Ruby Grover, Nipoli Kamdar, Cynthia Trevisan, Amy Parsons, Alejandra Salgado, Eloisa Sanchez, Cecilia Santos, Adam Olm, Demetra Miller
<ol style="list-style-type: none">1. Previous minutes not approved due to lack of quorum.2. Budget update postponed to next meeting. Ian to meet with brig tomorrow (7/28) to review and discuss budget (as well as other items). Ian to present at next meeting on budget review and FY 16-173. Postcards: process completed and subcommittee decided on final version. Order placed and 1000 at approximately \$170 + design fee scheduled to arrive next week. Will be used during orientation week and throughout the year to promote the council.4. O-week presentation: Ian presented on the origin of the opportunity to present to all incoming students during o-week. Vineeta advocated for this hour. Subgroup who attended NCORE conference met to discuss and plan. Decided on outside speaker, funding from O-week and not UC budget. Dialogues on Diversity has a program called Get Out of Your Bubble (http://dialoguesondiversity.com/orientation/). This orientation program was identified from NCORE sponsor list. Was decided as first choice. Elaine contacted the company and has arranged for them to present on Saturday August 27th from 230-330pm in Rizza (thank you Ingrid for changing times with original Friday morning that did not fit for the presenters). Ian to work on event requisition in partnership with Elaine. Watched the intro video online and questions were asked about the main message and purpose, which is about inclusion and awareness of diversity, including work at other maritime academies.<ol style="list-style-type: none">a. Brief introduction to be included about UC. Discussion about something fun for UC members, including “big head” posters for each member as a way to stand out and make an impression to students. Members were in agreement with the understanding that there is an opt-out option.5. Hispanic heritage month planning<ol style="list-style-type: none">a. Los Valientes event req submitted. Ian to keep the group informed.b. Discussion of having the CMA choir participate and the group was in favor to make this part of this celebration and others this year.c. Other ideas: Latin night might be revised or replaced; singing, music, karaoke possibly; involve Latino Club (Elaine to reach out); EOP talent show as an idea6. UC principles of Community are included in the 16-17 student handbook (YAY). Nice work Elaine.	

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- a. This is helpful for communicating to students and also holding them accountable to standards related to diversity and tolerance.
 - b. Concerns raised about other needed steps including infusion in leadership
 - i. Current ELDP objectives include the following related to diversity:
 1. 1/c: International citizenship
 2. 2/c: Equal opportunity/cultural awareness and global ambassadorship
 3. 3/c: racial/cultural/gender discrimination prevention
7. Membership:
- a. Active Council members will be invited to return to the council. Inactive members will be requested to be dropped.
 - b. Discussion of new members:
 - i. Tari will reach out to Jessica McGinley who expressed interest.
 - ii. Other people/areas/depts identified as potential invites: Angela Buford, GSA, Financial Aid, Career Services, and especially Commandants Office
8. Maxient data review
- a. Ian described origin of interest in reviewing maxient data for group differences in the conduct system. Discussion of the data being complex, the process being complex, and therefore difficult to make hypotheses. Ian will continue to work with Gary Moser in IR and Roger Scranton in Conduct to review and understand the data related to fairness and equity. Members shared examples of possible local inequities in conduct system.
 - b. Discussion of training for those in the conduct system, including hearing officers and students. Train the trainer, Roger Scranton, suggested as well.
9. Historical information
- a. Ian shared consulting with library historian Larry Stevens and following up on leads that included talking with past president Mary Lyons
10. Other:
- a. Ingrid raised suggestion of event this year of roundtable discussion of current faculty and staff on diversity at cal maritime.

Action Items

- Ian and Elaine work on event req for O-week diversity hour presentation
- Ian – reach out to UC members to opt-out of big head
- Ian – Share info with UC about Los Valientes
- Ian – Invite CMA choir to participate in Hispanic heritage month celebration
- Elaine – will reach out to Latino Club leaders to plan for Hispanic Heritage Month
- Ian – reach out to UC members regarding membership and talk with Brig about inviting new members
- Tari – Reach out to Jessica regarding interest in UC membership
- Ian – send members Mary Lyons' cv
- Ian – reach out to other past president Jerry Aspland

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- **All – If you do not plan to return to the council for the AY 16-17, please let me know by Monday, August 22**

Future Issues/Goals

- **Hispanic heritage Month Planning**
- **Next meeting: Monday August 22 from 12-1pm in Topp**
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Date: August 22, 2016

Location: Topp

Time: 12-1

Attendees: Sharon Culpepper, Elaine Kociolek, Marc McGee, Kathy Baird, Ian Wallace, Frank Yip, Cynthia Trevisan

Members absent: Ruby Grover, Tari Houston-Collins, Nipoli Kamdar, Amy Parsons, Alejandra Salgado, Eloisa Sanchez, Cecilia Santos, Adam Olm, Demetra Miller, Ingrid Williams,

Members absent:

1. Approval of Previous Meeting Minutes and Agenda: Not completed because of not having quorum
2. Old Business
 - a. Dialogues on Diversity O-week presentation (Elaine) and plan: slated for Saturday 8/27 from 230-330pm in Rizza. Discussed plan for presentation Saturday, including Elaine, Sharon and Ian planning to be present. They will introduce the speaker and talk about the UC briefly, including using big heads to celebrate and showcase the UC. Marc suggested adding data to intro about incoming class being most diverse (e.g., 43% white and 19% female). Kathy asked about our veteran population of incoming students and if that could be highlighted as well.
 - i. Big Heads are here!: members assembled the big heads and Ian collected them to bring them on Saturday.
3. New Business
 - a. Budget update: Ian presented an overview of the budget situation, including a timeline of meetings with Brig and plans for the upcoming year. This includes adjustments to line items to better reflect spending this past year.
 - i. FY 15-16: \$530 left over (96% spent)

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ii. FY 16-17: same annual budget of \$14,525

1. Line adjustments made to reflect 15-16 spending

- b. Changes to membership and structure (Ian): Ian provided an update on membership and structure, including a summary email sent to Brig that was developed by the UCEC. Members supported the recommendations. Members will be updated once changes are approved.
- c. Social Media presence (Ian): discussion of how to increase this presence as we promote programming and other UC activities. Student worker last year was a fill in and that will continue (Elaine to manage with student worker) until a more permanent plan is in place. This could include student members creating new accounts for the UC, possibly on instagram and snapchat. Note that existing social media channels are very busy and it would be better to attract those with an interest in the topics of diversity and unity.
- d. Fall UC Meetings – Frequency, time, location (Ian and group): Monthly meetings were preferred with possible more frequent meetings for the subcommittees and UCEC. Mondays and leadership hours were deemed not effective meeting days/times. Ian to identify monthly times and send outlook invites for the fall semester.
- e. Hispanic Heritage Month planning (subgroup needed): This discussion transitioned into planning for the semester and year. Discussed structure for celebrations to include: Hispanic Heritage Month (9/15-10/15), national coming out day (10/11), Black History Month (February), LGBT history month (June), and an international/cultural day (TBD and to be combined with a spirit day). Discussion included the preference for all members being required to participate on one subcommittee. Ian to send out this schedule of celebrations and ask for members to join subcommittees.
 - i. Los Valientes (Ian): PO approved and more information to be provided at next meeting.

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- f. Black Girls CODE (Elaine): Founder of this org, Kimberly Bryant, to speak at Cal Maritime on Feb 22. Primarily organized by the AAUW (American Association of University Women). UC invited to co-sponsor. Group agreed to make this part of BHM. Elaine to follow up and subcommittee to work with this to provide supplemental support, including possible refreshments or other indirect funding.
 - g. Civil discourse initiative (Marc; subgroup needed): suggestions of a possible voting drive with ASCMA, debate viewing parties, or open town hall forums.
 - i. Presidential debates: 9/26, 10/4 (VPs), 10/9, 10/19
 - h. History of Diversity at CMA (Ian): item not addressed
4. Other items
- a. Cynthia shared information about the “resolution on CFA’s Commitment to Anti-racism and Social Justice Transformation” statement.
 - b. Elaine shared information about Unity Day in Vallejo, Sunday sept 11, 2016 from 10am-5pm in Vallejo City Park. Members are encouraged to attend and accompany Cal Maritime students who will be in attendance.
 - c. Suggestions for next meeting: Consideration of vetting or examining organizations that use campus facilities and whether these orgs/groups have policies and practices that are consistent with values of diversity and inclusion (marc)
 - d. Cynthia raised the request to support single-stall bathrooms being gender-neutral. This was identified as an item to add to the national Coming out day or LGBT History Month subcommittees.

Action Items

- Ian – Schedule UC meetings
- Elaine – Greet Dialogues on Diversity presenter at O-week presentation Saturday
- Sharon, Elaine, Ian and possibly others – introduce the presentation on Saturday
- Ian – Send the group materials provided by Cynthia from the CFA

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<ul style="list-style-type: none"> • Ian – provide all UC members with postcards (10 are being sent to each member for distribution to folks in your respective departments/divisions) •
<p><u>Future Issues/Goals</u></p> <ul style="list-style-type: none"> • Fall 2016 meetings: Tuesdays from 4-5pm in the Topp Room on 9/6, 10/11, 11/8, and 12/6 •

<p>Date: sept 6, 2016 Location: Topp Time: 4-5pm</p>	<p>Attendees: Sharon Culpepper, Elaine Kociolek, Marc McGee, Ian Wallace, Frank Yip, Cynthia Trevisan, Ruby Grover, Tari Houston-Collins, Nipoli Kamdar, Amy Parsons, Demetra Miller, Ingrid Williams, Josie Alexander</p> <p>Members absent: Kathy Baird Alejandra Salgado, Eloisa Sanchez, Cecilia Santos, Adam Olm</p>
<ol style="list-style-type: none"> 1. Approval of Previous Meeting Minutes and Agenda <ol style="list-style-type: none"> a. Approval of minutes delayed due to lack of confirmation from the president’s office. Later in the meeting Ingrid Williams reached out to Brig Timpson and reported that brig will be getting back to the UC on membership confirmation. b. Members are still encouraged to provide feedback on the minutes, including edits. c. Additional student member was suggested, Charlie Wiswall. 2. Old Business <ol style="list-style-type: none"> a. O-week presentation (members present) <ol style="list-style-type: none"> i. Members shared mixed reviews of the presentation, including strong student engagement but possibly ending early and not hitting the final point or take home message. ii. Nipoli suggested next year be longer for o-week presentation such as 90 minutes. iii. Feedback was also mixed regarding the Big Heads promotional effort. 	

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- iv. Convocation was also discussed in where UC was noted by the president but that incoming student diversity data were quickly passed over in the ppt presentation. Members expressed this being an unintentional mistake, yet Ian reminded members about how unconscious bias operates.
 - b. Facebook and social media (Elaine and Ian)
 - i. Elaine provided an update on the UC fb user and page, which are being operated by a student assistant
 - ii. Suggestion was made to ask Angela Buford to operate the page. Elaine to reach out and connect to Josie who supervises Angela.
 - c. Unity Day in Vallejo, Sunday Sept 11
 - i. This was bypassed at this time in the meeting but raised at the open time at the end of the session. Program was described and how if anyone is interested then they can express this to the UC chair, Ian.
3. New Business
- a. Hispanic Heritage Month Planning (subcommittee)
 - i. Los Valientes
 - 1. Instruments needed: One 4-1/3 Octave Concert Grand Marimba, One pair of Bongos with Stand
 - a. Demetra to reach out to local contacts.
 - b. Josie and Amy suggested local music/instrument stores for possible rental.
 - ii. Subcommittee identified: Ian, Josie, Demetra, possibly Amy for movie discussion, and Latino Club.
 - iii. Possible collaboration with AS for Latin Night-like event.
 - b. CLC discussion of CSU Presidents' meeting about campus race relations
 - i. Representative needed: Monday September 12th at 9am
 - ii. Ingrid noted that the meeting will also include a discussion of the line between free speech and hate speech. Marc emphasized identifying the impact of speech on underrepresented and vulnerable communities.

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- iii. Nipoli volunteered to be present at the CLC, yet other members will be present in other roles as well (Ingrid, Marc, Tari, and Sharon).
- c. Civil Discourse planning (subcommittee)
 - i. Promote at Constitution Day Event, 9/16 12-1230 in Peachman
 - ii. Nipoli referenced a handout for faculty that she is developing in her role as faculty development coordinator that will assist faculty who engage or facilitate difficult dialogues. This was in response to limited interest and availability in a presidential debate. Instead, topical interest was noted (e.g., Professor Tom Nordenholz and climate change).
 - iii. Josie noted Dave McCuan, a professor with expertise in global studies and politics at Sonoma State (<https://www.sonoma.edu/polisci/faculty/david-mccuan.html>), who she reached out to about possibly coming to campus for a related event. Details TBA.
 - iv. Amy noted a return to the original purpose of the civil discourse idea before moving ahead with format.
 - v. It was noted that ASCMA may do a voter registration event and that the subcommittee could partner with them.
- d. National Coming Out Day and LGBT History Month (subcommittee)
 - i. GSA partnership: bracelets, training (early Nov), movie/discussion
 - ii. GSA training funding for Devon Guidoux
 - iii. Movies were discussed that could be played. The Imitation Game (<http://www.imdb.com/title/tt2084970/>) was suggested as an example as something to propose to ASCMA during LGBT history month. Milk was also suggested (http://www.imdb.com/title/tt1013753/?ref=fn_al_tt_1).
 - 1. Amy noted the importance of balancing the struggles of LGBT people with the uplifting and positive messages as well.

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- e. Vetting or examining organizations that use campus facilities and whether these orgs/groups have policies and practices that are consistent with values of diversity and inclusion (Marc)
 - i. Marc provided an overview of this idea and the importance of policy for reviewing vendors’ anti-discrimination records when approving them to come to campus. Members were unaware of any existing policy that might be within departments such as conferences and events, procurement, or risk management.

4. Other items

- a. Announcements
 - i. 6-part Social Justice Speaker Series at Touro University (Sept-Nov)
- b. Marc solicited feedback from the group about asking gender and gender identity on Cal maritime Day of prospective applicants. This was done in an open and inclusive manner. Feedback included acknowledgment of the importance of asking, questions about the purpose and function of this information, as well as unintended consequences, including the information not being used effectively or staff being trained to respond in affirming ways.

Action Items

- **Ian – follow up with Brig about possibly adding Charlie Wiswall once final membership list confirmed**
- **Elaine – reach out to Angela Buford about fb administrator and also inform Josie about this responsibility**
- **Demetra – reach out to contacts regarding instruments for Hispanic heritage Month events.**
- **Josie and Amy – research renting musical instruments (Marimba and Bongos) for Los Valientes event**
- **Ian – confirm with brig Nipoli’s planned attendance as UC representative at the CLC on sept 12th at 9am in the Topp room.**
- **Josie – Confirm details of David McCuan**
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Future Issues/Goals

- **Finalize subcommittees. The following is the most up to date list:**

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- Hispanic Heritage Month (9/15-10/15): Ian, Josie, Demetra, Latino Club, (Amy for movie night discussion)
 - National Coming Out Day (10/11) and LGBT History Month working with the GSA: Ian, Jen Metz, Amy (if needed), marc
 - Black History Month (February): Angela, Amy, Nipoli, Sharon, Tari, Demetra
 - LGBT Pride Month (June): Cynthia, Josie, Marc
 - International/cultural day (TBD and to be combined with a spirit day): Elaine, Kathy, Angela, Tari, Demetra
 - Civil discourse / voting registration (political season): Ian, Jen Metz (maybe), Amy, Nipoli, Josie
- **Each subcommittee will have space at future meetings to provide updates.**
 - **Next meeting: Tuesday Oct 11, 4-5pm in the Topp Room**
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Date: 10/11/16 Location: Topp Time: 4-5pm	Attendees: Elaine Kociolek, Ruby Grover, Kathy Baird, Nipoli Kamdar, Amy Parsons, Josie Alexander, Alejandra Pantoja Salgado, Eloisa Sanchez, Ian Wallace, Frank Yip, Demetra Miller Members absent: Sharon Culpepper, Marc McGee, Tari Houston-Collins, Cynthia Trevisan, Ingrid Williams
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1. Approval of Previous Meeting Minutes and Agenda: not approved at the start of the meeting due to low attendance at the start. No items added to the agenda
2. Old Business
 - CLC meeting on race and speech postponed to TBD: Ian provided update that the topical discussion was postponed and Ian will follow up with Brig to see when it is to be rescheduled.
 - Subcommittees
 - i) Hispanic Heritage Month
 - (1) Dining Center inclusion headed by Josie who informed us that next week the 17th there will be 2 meals devoted to HHM.
 - (2) Ian and others provided an update on the Los Valientes program. It was held last week, performance was well done, and logistics went smoothly, but attendance was poor (12 total, mostly Latino Club members). Discussion of how to attract students, including promotion and advertising, incentives, partnering, obtaining a captive audience, culture of mandating events, raffle at UC events, and other examples where students attend more readily (food trucks). Concerns about cultural events not feeling welcoming to all students. Also included better spaces and flyers, such as board in middle of campus and tent near advancement.

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- (3) Additional event is harvest of Empire film and discussion immediately following UC meeting. UPDATE: 10 students attended, food from Mi Pueblo provided. Short discussion following.
- ii) LGBT History and National Coming Out Day: tabling event held earlier today outside dining center walkway where GSA members handed out rainbow bracelets (including to president cropper), and students signed up for LGBTQ training on Sat Nov 5th. The Cal maritime Gala is also scheduled for Nov 5th
- iii) Civil discourse (after the election debriefing?)
 - (1) AS held gathering for 1st presidential debate and turnout was strong. They will be holding similar event for 3rd debate.
 - (2) Constitution Day was also held this past month and UC represented at this event hosted by Professor Jennifer Metz.
 - (3) Additional point raised about the faculty hosting discussions around current events or topics, headed by Tom Nordenholz. Amy to reach out to Tom and gather an update
 - (4) Elaine to reach out to the debate club about possible election season activities and collaboration
- iv) Black History Month: no update but may want to consider the new documentary film by Ava DuVernay, The 13th, available on netflix
- v) International/cultural day: subcommittee met and decided on a date and location for the event: Friday March 24th 1030-130 on Quad and mayo as backup
- vi) Other:
 - (1) Nipoli mentioned an example from class that illustrates the “dangerous ground” that we are walking on when introducing political season discussions. Ruby shared related examples from her experience as a student and with students. Elaine shared related concerns from EOP students. This is also true of information received in CAPS. The need for skilled facilitators was mentioned when holding an event where topics are contentious.

3. New Business

- All-gender bathrooms (Cynthia and Ingrid):
 - i) Update from CSUOC: Ian provided update on CSUOC transgender workgroup
 - ii) Transgender workgroup foci: all-gender bathrooms, preferred name policies, housing considerations
- CSU-wide campus climate survey of students to include race and diversity questions, planned start spring 2017 (Ian): Ian provided this update as well, which led into discussion of the graduation initiative at the CSUOC that is being felt by all areas and campuses. Feedback in this discussion included the observations that at other CSUs the focus on eliminating the achievement gap (i.e., difference in graduation rates between majority and minority students) is being discussed and addressed while at Cal maritime messaging in some spaces has been that we do not have an achievement gap. Strong reactions were shared, including questions about how these conclusions are drawn, the consequences of making general

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<p>statements/sentiments like that, and how it conflicts with others’ understanding of data and lived experience. Ian to share data with the UC</p> <ul style="list-style-type: none"> • Oxfam Dinner (Alejandra) <ul style="list-style-type: none"> i) Student leadership project that is in the planning stage. The format is determined (including engaging dinner where attendees are randomly given different meals that correspond to the proportion internationally of what most people in the world eat on a daily basis). Implementation on campus is being organized. Interest in partnership with the UC is sought, including logistical and financial support. Timing for thanksgiving time. Alejandra to organize needs/requests and send to the UC.
<p><u>Action Items</u></p>
<ul style="list-style-type: none"> • Ian – contact brig about diversity discussion at CLC to be rescheduled • Ian – invite Charlie Wiswall to attend UC meetings • Amy – to reach out to Tom Nordenholz to gather information about possible current events forum or discussion • Elaine - to reach out to the debate club about possible election season activities and collaboration • Ian – share graduation rate data with UC • Alejandra - organize needs/requests for Oxfam dinner and send to the UC.
<p><u>Future Issues/Goals</u></p>
<ul style="list-style-type: none"> • Next meeting: Tuesday November 8th at 4pm in the Topp Room

<p>Date: 11/8/16 Location: Topp Time: 4pm</p>	<p>Attendees: Sharon Culpepper, Elaine Kociolek, Ian Wallace, Ruby Grover, Amy Parsons, Demetra Miller, Ingrid Williams, Josie Alexander, Brig Timpson (guest)</p> <p>Members absent: Marc McGee, Kathy Baird, Tari Houston-Collins, Frank Yip, Cynthia Trevisan, Nipoli Kamdar, Alejandra Salgado, Eloisa Sanchez,</p>
<ol style="list-style-type: none"> 1. Approval of Previous Meeting Minutes (tabled, no quorum) and Agenda (approved, no additions) 2. Brig Timpson introduces opportunities for UC integration with existing programs. <ul style="list-style-type: none"> • President values diversity and wants to encourage the council to incorporate activities and events into existing campus structures (e.g., event series, music ed, etc.) • Brig stated that the chorus is willing and available to participate in events • Speaker for Black History Month, Mason Lowance (https://www.umass.edu/english/member/mason-lowance), was suggested. • Attendance and marketing discussed: 	

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<ul style="list-style-type: none">○ Marketing budget exists for many of these campus-level programs and support from Bobby King is also a way to promote events.○ Leadership hour and ELDP suggested.○ External interest can drive internal interest.○ Core group and extra credit also offered as ideas for increased attendance. <p>3. Brig also provided update on CLC meeting to discuss race and diversity</p> <ul style="list-style-type: none">● 2 parts planned for later this semester<ul style="list-style-type: none">○ First: UC update of events, barriers, and plans○ Second: advocate/resource group as opportunity for the UC to include into it's purpose/function <p>4. Ian provided update on LGBTQ history month events, namely the LGBTQ training for the GSA on Sat Nov 5.</p> <p>5. Civil discourse and election buzz</p> <ul style="list-style-type: none">● Related Activities for election day included bussing to polling places for students, watch party for election night coverage and stress relief by hitting golf balls. These were done by ASCMA● Impact of election: council members shared thoughts and feelings about what students and community members may need following the election including “unity”, “healing”, ability to talk “openly and freely”, and the importance of communication because these are skills needed professionally as well as an effort to improve decorum and decency.● Suggestions were made that diversity could be prioritized at the administration level (e.g., mavericks program or presidential program). <p>6. Black History Month</p> <ul style="list-style-type: none">● Ian provided an update on the agenda items including a scheduled meeting with a representative from Dialogues on Diversity scheduled for 11/18 at 11am, suggested documentary of “The 13th”, as well as the formation of a black student union at Cal Maritime with Tyrone Wise, Assistant Commandant, as faculty advisor. <p>7. International / Cultural Day</p> <ul style="list-style-type: none">● Additional meeting to be scheduled.
<u>Action Items</u>
<ul style="list-style-type: none">● Ian to share Dialogues on Diversity flyer and info● Subcommittees to work on respective projects●
<u>Future Issues/Goals</u>
<ul style="list-style-type: none">● All - Use existing campus structures and programs to schedule UC events● Next meeting – Tuesday, December 6th at 4pm in the Topp Room

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Date: December 6, 2016 Location: Topp Time: 4pm	Attendees: Elaine Kociolek, Nipoli Kamdar, Amy Parsons, Ian Wallace, Frank Yip, Alejandra Salgado, Ingrid Williams Members absent: Sharon Culpepper, Marc McGee, Kathy Baird, Ruby Grover, Tari Houston-Collins, Cynthia Trevisan, Eloisa Sanchez, Demetra Miller
Subcommittees: <ul style="list-style-type: none"> • Black History Month subcommittee to meet week of 12/12 • International Day subcommittee to meet 12/13 • Civic Discourse <ul style="list-style-type: none"> ○ Amy working on a workshop on inclusive classrooms ○ Possible Cal Maritime Scholar presentation on social justice issues from Sarah Senk ○ Discussion of campus climate post-election: <ul style="list-style-type: none"> ▪ Different perspectives shared about the line between free speech and hate speech. Examples from campus shared including a swastika written on a student's back and shared on social media. ▪ 	
<u>Action Items</u>	
<ul style="list-style-type: none"> • Subcommittees continue to work toward spring 2017 plans • Ian – gather information about members' availability in spring for meetings • Ian – explore ELDP session on civil discourse with potential panel of leaders across campus 	
<u>Future Issues/Goals</u>	
<ul style="list-style-type: none"> • Set meeting times for spring semester 	

Date: Friday January 13, 2017 Location: Topp Time: 10am	Attendees: Sharon Culpepper, Josie Alexander, Elaine Kociolek, Kathy Baird, Ian Wallace, Cynthia Trevisan, Ruby Grover, Tari Houston-Collins, Amy Parsons, as well as guests Willow Bowers and Analicia Perez (GSA representative) Members absent: Marc McGee, Nipoli Kamdar, Frank Yip, Alejandra Salgado, Eloisa Sanchez, Demetra Miller, Ingrid Williams
<ol style="list-style-type: none"> 1. Approval of Previous Meeting Minutes and Agenda (1000) <ol style="list-style-type: none"> a. Previous meeting minutes approved b. No items added to the agenda; Agenda approved 2. Introductions – Gay-Straight Alliance representatives, Willow and Analicia, started introductions and were followed by other members 	

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3. Old Business

a. Black History Month (1005)

- i. Sharon provided a review and summary of events last year (e.g., music, dining center, keynote), followed by an update on current events planned: musical/concert, search for keynote, continue dining center.
- ii. Discussion of the possible keynote, Ron Jones from Dialogues on Diversity, and his program The Movement, chronicling race relations over the past 50 years through a one-man show format. Points included cost being lowered from original quote (4k to \$2200), concerns about possible low attendance and needing to secure an audience (students suggested making events discussion-based, having a “captivating” message in fliers or advertisements, promoting 1-2 weeks in advance, including ELDP credit).
 1. The subcommittee will decide on keynote and other events, then updating the council.
 2. Next subcommittee meeting is Wednesday January 18th from 12-1pm in the Topp Room.
- iii. Josie added that ASCMA no longer does regular movie nights but would consider a special movie event.

b. UndocuAlly Training (Elaine and Ian) – 2/8/17, 11am-1pm (1015)

- i. Register at www.csum.edu/unity
- ii. Elaine provided a summary of the training that is available for faculty and staff, possibly to student leaders if there is space. She shared how this is particularly important for CMA [DACA](#) students and families.
- iii. UC members are encouraged to attend and should register at the web site above.

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- iv. Amy asked whether audio or video of the training could be provided. Elaine to inquire about what the trainer can share from the training.
- v. Interest was also reported in a repeat session. If interest exceeds capacity for this training then UC will inquire with trainer about returning.
- c. Black Girls Code cancelled; replacement program featuring Benicia mayor Elizabeth Patterson (Elaine and AAUW) – 2/22/17 (630-830pm) (1020)
 - i. Elaine shared the updated program since Kimberly Bryant, founder of Black Girls Code, recently cancelled. In place a panel is being organized that includes: the mayor of Benicia (Elizabeth Patterson), founder of Vallejo Together (Maria Guevara), and Vallejo Kaiser COO (Debbie Raymond)
 - ii. Members expressed support for the event and willingness to provide support in terms of promotion and attendance. Tari made the connection between the recent article shared with the council about combating sexism and the focus on women in leadership positions in this event.
- d. International/cultural day (1030)
 - i. Scheduled for Friday March 24th from 1030-1230pm on the Quad (backup venue is Mayo).
 - ii. Elaine provided an update the subcommittee is partnering with ASCMA, the Latino Club, the SEAS center and looking to partner with others (GSA is invited to participate).
 - iii. The event is to include booths and tables highlighting the diverse cultural fabric of CMA where music, education, food and more is to be on display and shared with attendees.
 - iv. Next subcommittee meeting: Monday January 30th from 11-12noon in the Gold Room

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- v. Analicia suggested that native American culture be presented because of the perception that others lack knowledge and awareness of native peoples.
- vi. Ruby stated that she would encourage RHOs to participate by having their required programming as part of the International day event.

4. New Business (1040)

- a. Unconscious bias training (Nipoli)
- b. Ian provided information shared by Nipoli to have another Unconscious Bias training event on campus this semester. He shared background of the training from last year where others also shared the format of the training and perceived benefit (self-assessments, reflection, discussion, background information, etc). Cynthia shared how it is offered through the Council for Affirmative Action of the California Faculty Association.
- c. Questions were asked whether this is available to students. Discussion on sexism and sexist norms at Cal Maritime started in response to experiences of unconscious bias toward female students on campus. Personal examples were shared and attitudes were expressed noting evidence of systemic sexism that is normative in the male-dominated environment at Cal Maritime. Ruby and Elaine offered resources and support, including the Women in Maritime Leadership Conference (march 9-11, 2017). Ian noted research article on engaging women in collective action to challenge sexism.

5. Ian briefly announced the below items

- a. Other items and announcements (1050)
 - i. Civil discourse FYE seminar – Tuesday Jan 17th, 11am-12noon in Rizza
 - ii. Possible program: Jose Antonio Vargas and/or Undocumented (film)

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b. Example faculty action: CSUEB Resolution to Support and Enhance a Positive and Inclusive Campus Climate in Light of the SJSU 2013 Racial Violence Case

6. Meeting adjourned.

Action Items

- **All – Next Black History Month Subcommittee meeting: Wednesday January 18th from 12-1pm in the Topp Room. All members are invited to attend and participate.**
- **Elaine – inquire with UndocuAlly trainer about what can be shared from the training (e.g., audio, video, materials, etc.)**
- **Elaine – to share AAUW event flyer with Ian**
- **Ian – share AAUW flyer with the UC as well as campus partners with boards and screens**
- **All – next International Day subcommittee meeting is Monday January 30th from 11-12noon in the Gold Room**
- **Cynthia – Inquire as to whether the Unconscious Bias training is available to students and if not, what alternatives are suggested or available**

Future Issues/Goals

- **Next meeting: Friday, February 10th at 10am in the Topp Room**
- **Continued focus on Black History Month, International Day, and trainings.**
- **Women’s History Month**

<p>Date: 2/10/17 Location: Topp Time: 10am</p>	<p>Attendees: Ruby Grover, Tari Houston-Collins, Sharon Culpepper, Demetra Miller, Elaine Kociolek, Ian Wallace, Frank Yip, Ingrid Williams, Aparna Sinha (guest)</p> <p>Members absent: Nipoli Kamdar, Marc McGee, Kathy Baird, Amy Parsons, Alejandra Salgado, Eloisa Sanchez, Cynthia Trevisan</p>
<ol style="list-style-type: none"> 1. Introductions, starting with invited guest professor Aparna Sinha, Assistant professor in the department of culture and communication, who incorporates social justice in her teaching and research. 2. Agenda – no items added. Agenda approved 3. Old Business <ol style="list-style-type: none"> a. Black History Month (1005) (Sharon): <ol style="list-style-type: none"> i. Reminder of program scheduled for Feb 23, 6-630 reception, 630-8 program. <ol style="list-style-type: none"> 1. Community involvement: High schools in Vallejo invited (Elaine) as well as Community Education Business Alliance invited (Tari) 	

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2. Program closed to finished and slated to be completed Monday feb 13 (Demetra) – includes music, performance, spoken word, open forum, ppt presentation.
 3. Tari is working on catering for the reception. To send Ian the invoice for processing.
 - ii. Dining center decorations planned for Fat Tuesday (2/28/17)
 - iii. #IAMCalMaritime campaign led by Company Commandant Tyrone Wise, BSU advisor. Aubrey Trujillo helping as well.
 - iv. BSU update: film screenings and discussions of Soldier’s Story and Soundtrack to a Revolution.
 - v. Posters (Ian) – arrived and shown at the meeting. Identified areas to display around campus include: dining center, admin lobby, library, classroom bldg., sim center, top room
 1. Plan is to gather easels and display them the week of feb 13, then rotating posters (not easel locations) the following week.
 2. Posters also to be used for event on Feb 23
 3. Elaine offered to have a student assistant help
 - b. Women and leadership Presentation 2/22/17 from 630-8pm in Rizza (1020) (Elaine)
 - i. Event registration available at https://www.eventbrite.com/e/women-and-leadership-opportunities-and-obstacles-panel-solano-county-tickets-31038681532?ref=enivtefor001&invite=MTE0MTk3NjYvZWtvY2lvbGVrQGZzdW0uZWR1LzA%3D&utm_source=eb_email&utm_medium=email&utm_campaign=inviteformalv2&ref=enivtefor001&utm_term=attend
 - c. International/cultural day (1025) (Elaine) march 24, 2017
 - i. 5 to 6 student clubs secured, CMA dance team and more to come
 - ii. Food: dining center has international fair and catering will be requested
 - iii. Ian to reach out to faculty, housing, AS, and corps to encourage participation
 - d. Conduct System data analysis and reform (1035) (Ian)
 - i. Presented update on recent meetings and next steps, including partnering with students, AS and debate club, to support the development of a student advocacy group to support students in the conduct pipeline. Reviewed data about systemic inequities. Noted next steps of developing a presentation to present to campus stakeholders, including student leaders and conduct system administrators.
 - ii. Discussion followed (Ingrid and others) about the review of the system, current steps, proposed reforms, anecdotal examples, and the need to include conduct administrators.
4. New Business (1040)
- a. Women’s History month (Ian)
 - i. Equator Coffee tasting in the Bistro with cardboard cut-outs of historical women figures to celebrate Women’s History Month. Date and time tbd.
 - ii. Event about Rosie the Riveter in Richmond, CA was noted for March 9th and possible partnering with the Equator event

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5. Other items and announcements (1050): the following items were briefly noted and referred to. UC members attention was directed to the agenda items for more information as well as to the identified member for further information.
- a. GSA updates
 - i. CSUEB Queer Conference March 3 and 4 (FREE and meals provided).
 1. Registration closes Feb 26. Then connect with Professor Jen Metz
 2. <https://sites.google.com/csueastbay.edu/queerconference>
 - ii. 2/14: “Love is Love” – Inclusive effort with giveaways on campus
 - iii. 2-part screening of How to Survive a Plague – Day/time TBA
 - b. Unconscious bias training (Ian)
 - i. To be postponed until Fall 2017.
 - c. UndocuAlly Training debrief (Elaine)
 - d. UC event outing to see Dr. Michael Eric Dyson, Professor of Sociology at Georgetown University
 - e. Responses to Trump Administration policies on immigration (Ian)

Action Items

- **Sharon and BHM subcommittee – finalize events and share information with Ian and the council**
- **Ian – Recruit International Day partners**
- **Ian – send Maxient conduct system data analysis to the council**
- **All – register for the women and leader presentation at https://www.eventbrite.com/e/women-and-leadership-opportunities-and-obstacles-panel-solano-county-tickets-31038681532?ref=enivtefor001&invite=MTE0MTk3NjYvZWtvY2lvbGVrQGNzdW0uZWR1LzA%3D&utm_source=eb_email&utm_medium=email&utm_campaign=inviteformalv2&ref=enivtefor001&utm_term=attend**
- **Tyrone, Aubrey and Others – make progress on #IAmCalMaritime campaign**
- **Ian and others – hang posters across campus for BHM**

Future Issues/Goals

- **Next meeting: may be switched from March 10 to 17 due to conflict with Women’s Conference on the 10th.**

<p>Date: 3/17/17 Location: Topp Time: 10am</p>	<p>Attendees: Ruby Grover, Tari Houston-Collins, Sharon Culpepper, Demetra Miller, Elaine Kociolek, Ian Wallace, Frank Yip, Ingrid Williams, Kathy Baird, Amy Parsons, Amelia Herman (GSA representative)</p> <p>Members absent: Nipoli Kamdar, Marc McGee, Alejandra Salgado, Eloisa Sanchez, Cynthia Trevisan</p>
<ul style="list-style-type: none"> • Approval of Previous Meeting Minutes and Agenda (1000) • Old Business 	

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- International/cultural day (1005) (Elaine): EK provided a summary of the event, which is scheduled for Friday March 24th from 1030-1230pm, including tables, food, drumming, music and dance. She noted the need for volunteers on the day of the event to help with set up as well as being present at a table for Black History Month. JA, AP and IWil offered assistance, where directly or with student workers
- Black History Month summary (1015): SC provided summary of the event, particularly the celebration on the last Thursday of the month. General consensus was that the event was a success despite low attendance (approx. 40 people). Plans are to begin planning for next year starting this April where a meeting will be called. Members are invited to attend. IWil noted low faculty and staff involvement and the need for greater interest. Suggestion was made to have campus leadership promote the event better, including comparisons in the Vallejo Times-herald with other Cal Maritime events that received coverage on the front page (DM and KB). IWil suggested a possible earlier start to the event to attract faculty, staff and students, possibly 3pm. DM stressed the importance of identifying our target audience as a way to make decisions about event planning. IWal summarized next year goals as increasing participation and more advance planning.
- Conduct System data analysis and reform (1025) (Ian): IWal presented an overview of the presentation he is developing based on descriptive data from the conduct system over the past 3 academic years. A brief review of the presentation demonstrated overall conduct data followed by tables showing descriptive analyses based on gender, race, major, and intersections. EK provided summary of student interest, including ASCMA involvement and specific aims of improved communication and information about rights to students who are changed as well as training for those involved in the system. Others asked questions about different aspects of the data including gender (SC), major, divisions (JA)
- BUDGET update (1035): IWal provided a brief update on the remaining budget, including somewhere between 5 and 7 thousand dollars remaining for this AY/FY. This was noted to be more than expected and in part due to funds being held for a possible BHM speaker, who was not retained. The council was encouraged consider projects for this year as well as ways to spend the

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funds that would assist projects next year (suggested by TH-C). SC noted an annual Black Women's leadership and/or professional conference in San Francisco that is sold out this year but could be considered next year.

- New Business (1040)
 - Women's History Month event promotion (Ian): IWal presented a flyer and information about an event for Women's History Month on March 22 at 130pm in the Bistro: Equator Coffee tasting. UC members are encouraged to attend.
 - End of the year events and activities: IWal introduced an open discussion about events for the remainder of the year. EK suggested having a table at Cal Maritime Day (4/8/17, 1230-2pm). Members will be presented for other events including EK, FY, JA and RG. IWil and IWal will communicate about possibly hosting a UC table.
 - IWil noted unconscious bias workshop at SJSU and that we could invited the presenter to deliver the workshop for our faculty and staff, possibly early summer in this AY/FY.
 - ASCMA will be helping deliver the annual Luau (tentatively April 10, 5-8pm), after the API club has been unable to host this event this year. (Note: following our meeting, student members of the API club approached JA and IWal to inquire about UC support. Discussions about support and funding for this event will be had with the UC Executive Committee due to timing of the event planning occurring between UC meetings. Others are welcome to be involved in these discussion, please contact IWal with your interest).
- Other items and announcements (1050)
 - GSA updates: In the past month:
 - Members and faculty advisor Jennifer Metz attended the Queer Conference at CSUEB. Members are looking forward to this next year as well. Transgender veteran and activist Shane Ortega was a keynote speaker who the GSA may invite to campus in the future, possibly for BHM events
 - GSA will be present at Cal Maritime Day

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<ul style="list-style-type: none"> ▪ The club and CAPS (Drs. Anand and Wallace) watched the documentary film <i>How to Survive a Plague</i> about the AIDS epidemic in the LGBT community and the importance of grassroots activism. ▪ All gender bathrooms update: GSA has been involved in the campus discussions about new signage (including representative who works for facilities Department), including name and/or symbols. IWil noted that currently there are 11 all gender bathrooms on campus and that temporary signs have been placed around campus. The GSA continues to discuss and will provide campus leadership with their input shortly.
<u>Action Items</u>
<ul style="list-style-type: none"> • All – Propose ideas for use of remaining funds, whether for events this year or for planning next year’s events • Ian – contact Jessica Sotuyo about having a UC table at Cal Maritime Day (possibly with Ingrid) • Ingrid – Send Ian contact information for the Unconscious Bias workshop trainer from SJSU • UCEC and JA – discuss how the UC can support ASCMA and the Luau planning. Others are invited to these discussions. Please contact Ian with your interest.
<u>Future Issues/Goals</u>
<ul style="list-style-type: none"> • Next meeting April 7, 2017 in the Topp Room from 10-11am

Date: 4/7/17 Location: Topp Time: 10am	Attendees: Sharon Culpepper, Elaine Kociolek, Demetra Miller, Kathy Baird, Amy Parsons, Ingrid Williams, Josie Alexander, Cynthia Trevisan, Frank Yip, Amelia Herrman (GSA) Members absent: Ian Wallace, Nipoli Kamdar, Marc McGee, Ruby Grover, Tari Houston-Collins, Alejandra Salgado, Eloisa Sanchez, Cynthia Trevisan
<ul style="list-style-type: none"> • Approval of previous meeting minutes and agenda • GSA Update – moved to first item due to student’s scheduling need (1005) (Amelia Herrman) <ul style="list-style-type: none"> ○ Jennifer Metz is putting together a paragraph for the campus newsletter on GSA’s programming this past year. She is also working to send out campus-wide emails each semester updating the campus community on GSA happenings. 	

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- GSA will have a table at Cal Maritime Day tomorrow.
- GSA members will be volunteering at the luau on Monday.
- Last GSA meeting of the year is on Monday at 4:30.
- Old Business (1010)
 - Luau Planning (Josie Alexander)
 - Event will feature hula dancers, Hawaiian reggae band, lawn games, a trivia table, and UC's geography game
 - Sponsored by ASCMA, UC
 - 150 off-campus students can eat for free
 - No beer garden this year
 - Set-up will begin around 2:30 – volunteers welcome for luau set-up and API geography activity
- New Business: (1030)
 - End of Year Discussion: Review and Looking Ahead
 - More gender diversity on Council for next year?
 - Suggestions: Alex Jones (Career Services), Tyrone Wise (Commandant's Office), Scott Saarheim (MT), Scott Green (ET), Nelson Coates (Sci & Math)
 - General goal of planning activities earlier to allow for more outreach
 - Suggestion of integrating into outreach already existing on campus to promote our activities (i.e., Super Sundays at African American churches to promote BHM)
 - Coordinating with JoEllen Myslik, Franz Lozano (VEBA meetings), etc.
 - Integrating opportunities for students to show off their talents and express themselves by hosting a Unity Council art contest
 - Adding more daytime events instead of focusing on evening events – very low student participation at evening events this year
 - Taking students to off-campus events approximately once per semester – i.e., Michael Eric Dyson
 - Taking advantage of richness of Bay Area diversity
- Other Items & Announcements (1050)
 - Ian will be hosting UC table at Cal Maritime Day tomorrow

Action Items

- **Elaine – Follow up with Ian about Council's suggestions re: final expenses for the year**
- **Ingrid – Continue to work on potential Unconscious Bias training**

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Future Issues/Goals

- **No more meetings currently on the calendar for 2016-17 AY.**