

DIVERSITY, EQUITY AND INCLUSION COMMITTEE AGENDA

SEPTEMBER 16, 2025

1:00PM – 2:00PM

PLS-256

I. CALL TO ORDER

- a. Attendance
 - 1. Present:
 - 2. Online:
 - 3. Absent:

II. APPROVAL OF MINUTES

- a. [Minutes from meeting on 9/2/2025](#)
 - 1. Motion:
 - 2. Second:

III. ANNOUNCEMENTS/UPDATES

- a.

IV. BUSINESS

- a. Questions about [UPS 100.015 revision](#) and/or [Guidelines Document](#)?
- b. UPS 100.015 Guidelines
 - 1. These guidelines can be sent out with a memo from the Academic Senate. Do we want to do that while we review UPS 100.015?
 - 2. Matt Jarvis suggest adding a one page summary/cover sheet as less intimidating than 6-page document.
- c. UPS 100.015 REVIEW AND REVISION OF UNIVERSITY POLICY STATEMENTS
 - 1. Why this revision is important
 - i. There is currently a lack of transparency around process of revising UPS documents
 - ii. Ensures that DEI work happens even without direct involvement of DEI Committee.
 - iii. Provides focus for Senate DEI Committee
 - 2. UPS 100.015 status and next steps
 - i. It was not approved mostly for procedural reasons – they did not have time to

discuss

- ii. Because it was not approved last year, we need to re-submit
- iii. Some things may be sticking points:
 - a. “Shall” language – faculty may bristle at added requirements.
However, DEI work often doesn’t get done if there is no accountability
 - b. Size of Guidelines document
 - c. Separate DEI memo – adding an additional document to submit adds workload to Committee Chairs and Senate staff. We could add this information into main memo document instead. This has the advantage of making it a core activity rather than an add-on.
 - d. Committee Timeline – ideally we make UPS revisions this fall to make sure it gets on the Senate’s docket.

V. ADJOURNMENT

- a. Motion:
- b. Second:

Diversity, Equity & Inclusion Committee						
	First Name	Last Name	Email @ fullerton.edu	Department	Constituency	Term Ends Spring
	Rokon	Bhuiyan	mobhuiyan	Economics	CBE	2026
	Joyce	Gomez-Najarro	jpgomez-najarro	Literacy and Reading Education	EDUC	2026
	Scott	Bolman	sbolman	Theatre and Dance	ARTS	2026
	Kanika	Sood	kasood	Computer Science	ECS	2026
	Do Kyeong	Lee	dolee	Kinesiology	HHD	2026
	Joe	Carlin*	jearlin	Geological Sciences	NSM	2027
	Ilda	Cardenas	ildacardenas	Library	L/A/C	2027
	Sarah	Grant	sagrant	Anthropology	SOC SCI	2027
	Pending				HUM	2027
	Pending				CCOM	2027
	Amir	Debirian	adibirian	Provost/VPAA	Ex Officio	non-voting
Designee	Cecil	Chik*	cchik	HRS: Diversity and Equity		
	Phenicia	McCullough	pmccullough	VP HRIE	Ex Officio	non-voting
Designee	Cecil	Chik*	cchik	HRS: Diversity and Equity		
	Pending				Student	2026
	Pending				Student	2026
	Cierra	Chahyaddie	cchahyaddie	Academic Senate Staff	A.S. Office	A.S. Staff
	Kristi	Kanel	kkanel	Human Services	HHD	Ex Liaison
	* = Senator					