Black Faculty and Staff Association  
Meeting Minutes  
Wednesday May 11, 2016

I. Introductions
II. Approval of the minutes
III. Reports
   a. Co-Presidents
      i. Leadership and Participation
         1. Survey Results- See attached document
         2. E-board
            a. Are supposed to have two co-chairs and a treasurer. Mardel volunteered to serve as the second chair and Preston will continue to handle the finances.
            b. Dues were discussed. Are generally paid at the beginning of the academic year or during the summer retreat, which hasn’t happened for two years. Rachel Roberts is usually in charge of collecting dues but we are unsure if she will still want to do that. Current dues are $35. Must be paid to have a leadership position.
            c. Will try to host a retreat this summer. TBD at next meeting.
      ii. FSA Updates
         1. Meeting to be held next week. Will give report at next meeting.
   b. Officers
      i. Website management
         1. Email Staci to update any information on the website. No one else stated they know how to use the website platform.
   c. Representatives
      i. Multi-cultural center
         1. Hiring is in process, they have 3 candidates and may add a fourth. They are specifically looking for someone with experience supervising professional staff and with experience in program development and diversity.
         2. Asked to have BFSA representative to attend open forum with candidates but the email went out too late for the first one. Unique will attend the second and Juliette or Jessica will act as a representative for the third candidate.
         3. MCC is involved in activities for Inclusive Excellence month- this month (May). More info can be found here: http://diversity.calpoly.edu/inclusive-excellence-month
   ii. BSU
      1. Organizational leadership and planning
a. BSU is electing their new board this week and the advisors hope to play a more active and advising role with the organization next year.

2. Funding request for Black Love Event
   a. Not an official BSU event, students take it upon themselves to do host a celebration event for each other, which is why it wasn’t budgeted by BSU. It generally is a potluck that they fund themselves. This year the men are hosting for the women but BSU is largely run by women so the men have been unorganized in planning the event. The event is being catered.
   b. The money raised by BFSA will go towards catering.
   c. BFSA decided to only donate the money that Camille raised for the event and not any additional money from our account. BFSA raised around 5-600 dollars (exact dollar amount not available since Camille was not present).
   d. We will need to account for how the money was spent after the event.

3. Fashion show
   a. BSU is hosting a fashion show Friday May 20th in Chumash at 7pm. There is a $5 cover.
      i. Theme is black fashion throughout time
      ii. Marketing hasn’t gone out yet

   iii. OUD&I
      1. Chief Diversity Officer is being searched for by a private firm. That will be the new title.

IV. Events
   a. Tim Wise- May 11th 7-830pm
      i. Preston will send electronic materials to Mardel to have available at the table
   b. President’s Diversity Awards Reception- May 19th 3-430pm
   c. Black Commencement- June 10th 2016 at 6pm- Spanos Theater
   d. Black Legacy Weekend- July 2016
      i. **Need foot soldiers for black legacy weekend**, please contact Preston or Terrance.
   e. Celebrity Golf Tournament- June 3, 2016 Avila Beach Golf Resort

V. Unfinished Business
   a. Voter Registration Drive- interest vote (NOT discussed)
   b. SLO PD Chief – will attend our June 8th meeting.

VI. New Business

VII. Open forum
   a. Retention concerns
      i. Terrance said there has been about 12-13 people who have left in the last year or so.
ii. Camille emailed the president and provost about it and is having a small meeting with them to discuss retention. Terrance is invited and may ask one of the co-chairs of BFSA to attend as well.

iii. The black population has decreased since President Armstrong has been here, but we could use the actual numbers on students, staff, and faculty (coaches count as faculty)- not in fact book

iv. Denise stated that we know there is something happening here but the university tends to highlight the job opportunities as a reason for leaving when we know there were underlying issues that caused them to look for work elsewhere. The administration pays less attention to the what is perceived to be secondary issues, such as community and fit. She also stated that the Inclusive excellence council will discuss it and possibly implementing additional exit interviews to find supportive data.

v. Organizational structure and titling of positions also sends a message to the campus about the importance of that position (example of executive director of OUDI and assistant director or CCC)

vi. Potential candidates may be researching Cal Poly beforehand and deciding not to come because of the current state of affairs for the underrepresented groups on campus and the lack of resources for our community in terms of hair, church, etc.

b. Black community handbook- do we have one and is it finished?

c. Diversity hires for the English Department

i. Reggie wanted to bring attention to the the fact that the English Department unanimously voted to request a cluster of four diversity hires (2 Ethnic Am Lit, 1 Queer Studies, 1 Minority Rhetorics). Unfortunately, the CLA is unable to fund four lines for the whole college this year, let alone the English Department. She wanted BFSA advice on how they might find other university finding.

1. Someone suggested that maybe the dean is open to hiring at least one when considering the impact it will have on campus as a whole. He would just need to work outside and get money from other sources.

2. Reggie said it was presented as a cluster hire because it’s easier to recruit and retain when it’s a group- to get one and lose one is a waste of resources.

3. Denise suggested developing a plan through the Provost office that would match contributions from department on campus to conduct partner hires (Partner, target, opportunity hires- Cal Poly doesn’t have that).

4. Think about engaging the black alumni in raising awareness and resources- organized giving.
VIII. In attendance:
Denise
Reggie
Juliette
Jessica
Preston
Staci
Terrance
Steve
Jeff
Mardel
Mr. Harris
Unique
Unique
Erica