

DEIA-CCC Meeting

Date: 2/12/25

Time: 2pm-3:30pm

Location: Zoom

Attendance:**Committee Members:**

Noah Asher Golden
Lidiana Portales Blair
Zoe Gonzalez
Daria Graham
Amber George
Preeti Sharma
Mitra Baghdadi
Jaydee Phung
Cheetah Chin
Jennifer Wolk
Anila Bhagavatula
Shabnam Sodagari
Ash Preston
Elaine Bernal
Neil Hultgren

Guests:

Jeff Klaus
Kevin Johnson

Call to Order 2:02 pm

- 1) Neil Hultgren will facilitate our meeting and the discussion today.
- 2) Quorum was reached, and the meeting proceeded as scheduled . DEIA-CCC requires eight members for a quorum.
 - a) (Note: Lidiana Portales Blair and Elaine Bernal joined later.)
- 3) 02:06 Approval of the Agenda (02/12/2025) was unanimous.
- 4) 02:08 Approval of meeting minutes (12/11/2024) was unanimous

Move to Agenda Items:**Item:**

- 1) Time, Place, and Manner Policy (TPM) guests Jeff Klaus and Kevin Johnson.

- 2) Presentation by Jeff Klaus (Historical Context and Recent Challenges), Importance of understating and enforcing rules consistently across the board. Acknowledges the importance of feedback.
- 3) Kevin Johnson (Balancing Educational Objectives and Campus Safety) discussed the legal and policy challenges of managing First Amendment rights on Campus (Supreme Court Precedents and educational mission)
- 4) Question about (Timely Event Approval) 60-day advance notice required could impede the ability to create events for students to quickly address current or traumatic events.
- 5) Questions about (Improving Communication and Policy Clarification) how about language written to respond to speech that is legally protected but creates a hostile learning or working environment?
- 6) Question about material disruption to the learning environment.
- 7) Question about “Day After Pedagogy” (e.g., a teach-in about something tragic that has just happened, or an event to educate about an attempt to change a federal policy, etc.).
- 8) Hearing about Student Perspective and Spontaneous Protests
- 9) Question: Ability to do create events quickly after current events:
 - a) Faculty are allowed to invite guest speakers to class. But, as soon as the class is opened to the public, then it needs to go through TPM
 - b) The legal setting requires us to be content neutral.
 - c) 3-day lead required before public events
- 10) Question: How do we get to exercise free speech around diversity and equity considering that the federal government is not responsive to these issues, but these issues are important to the university?
 - a) CFA still needs to go through the meet and confer
 - b) But the majority of the information is basically the same as before
 - c) Students today are held to the same standard
 - d) Faculty are held to the prior standards, the differences are negligible
- 11) Question: A lot of students would like to conduct protests given policies from the federal government. Policy announcements have been fast-paced and quick moving. There is a concern that protests cannot be timely given the requirements of TPM.
 - a) Anyone can conduct a spontaneous activity and protests
 - b) But, as soon as space is reserved, or sound amplification is desired, then it is a different matter that requires TPM review.
 - c) But CSULB is ready to work with student government and student groups to advise and help them conduct protests.
 - d) ASI is working on better messaging for students what they can and cannot do
 - e) Administrators are also available and willing to meet with students and student groups to advise them
- 12) Question: Students would desire more collaboration from staff and faculty in supporting ASI and student groups in supporting vulnerable populations.

- a) Academic Senate is happy to support student groups and ASI
- 13) Question: Frequently, there are situations in which faculty give examples of DEI in lectures, but don't need to give DEI-relevant examples. Example: video examples of implicit bias. The question is whether faculty are protected in using DEI-relevant examples.
 - a) As long as the material is connected to the lecture, then faculty are protected in using materials
 - b) If what faculty is teaching is connected to SLO in curriculum, then faculty is justified teaching and using DEI examples
 - c) In addition, there are legal precedents that protect teachers and faculty in spending a limited amount of time doing housekeeping or care for students around sensitive matters that may be affecting students (e.g. deportations) that are not directly related to the curriculum
- 14) Concern: Lack of clear messaging from university
 - a) There are issues that require more clear messaging from the university
 - b) There is a lack of clarity on some issues. For example, whether people can bring in their own tables and chairs to campus. The answer used to be no, but the new university lawyer said yes. There are other issues that need clarification.
 - c) There is a need for more clarity around the timelines for submitting TPM requests for events.
- 15) Question from guests to the DEIA-CCC committee: What is the preferred timeframe or timeline between submitting a request for an event and getting approval?
 - a) One key consideration for the timeline is that event organizers need to have enough time to advertise an event after approval
 - b) The hope is for the timeframe to be shortened between request and approval
 - c) University Police Department needs time to research groups or speakers coming to campus

Further DEIA-CCC Items:

- 1) Catherine Ward will attend March DEIA-CCC meeting to talk about the Truth, Racial Healing and Transformation Toolkit (<https://www.csulb.edu/office-of-the-provost/truth-racial-healing-and-transformationtm-trht>).
 - a) Goal to discuss the ways we want to use these tools to facilitate more dialogue about vital issues on campus
- 2) Continue discussion regarding comment that these policies have been perceived as a way to silence protest relating to Gaza. DEIA-CCC should talk about Israel-Palestine and Gaza
 - a) Explore this issue when we discuss TRHT toolkit next time

Charge of the DEIA-CCC per Academic Senate:

<https://www.csulb.edu/academic-senate/diversity-equity-inclusion-access-culture-and-climate-committee-deia-ccc>

Date & Time of Next Meeting:

March 12, 2025

2-3:30pm

Zoom