Senate Diversity Committee meeting

November 11, 2012

Attendees: B. Merenstein, B. Kopowitz, C. Fallahi, A. Tellier, J. Owen, J. Werblow, S. Koski, E. Retelle, R. Simmons, K. Love, J. French, J. Thomas, V. Naoumov

Guest: Dr. Rosa Rodriguez

Minutes

Approval of Minutes: Minutes approved with one change. R. Simmons may provide pictures

**Dr. Rodriguez’s Roles**: a) Affirmative Action Officer, classified positions (Faculty, Administration, SUOF). Have made a few changes, make it look more professional; ask that faculty who apply for a position are commitment to multiculturalism and equity; this worked in all departments, but nursing; b) ADA coordinator. When an employee has accommodations, s/he would go to the Office of Diversity and Equity; c) office responsible for investigation and deciding if discrimination has occurred d) creating policies that affect the office of diversity and equity. Rewrote the discrimination policy; developed a sexual misconduct; a sexual harassment policy. Supervise Women’s Center-role will become more of an advocacy role; e) providing training and professional development opportunities for employees. This is an area that the Senate Diversity committee would work with Dr. Rodriguez. Will develop sexual harassment program online (not the best way to deliver a program) Will continue to provide group sections and one on one sessions. If anyone has ideas, contact Dr. Rodriguez.

Dr. Rodriguez has offered monies to support the Senate Diversity Committee outside of the $1,000 grant.

At former institution did a lot of anti-racist discrimination. Some people loved it; others hated it. All administrators and student affairs personnel had to attend. Faculty could volunteer. Dr. Rodriguez really values the professional development. Used a vendor “People’s Institute of Survival and Beyond” to do anti-racist discrimination; group was from New Orleans. Their focus was community organization.

B. Merenstein shared the work of the Senate Diversity committee Shared about D-Designation courses; need to show that the courses are making difference with students. Programming-try to do different programs; have done different things. Do not have a budget; it has limited us.

Rosa asked how we define diversity; shared what we did.
Rosa said we could help by having 50-75 individuals supporting attending PD. Program to the middle.

Talked about the difficult to get D-Designation passed in the Senate. Administration did not support it. Discussed students who need accommodations is one of the biggest issue. Over 600 students with accommodations. 600 Veterans’ Students. Any workshops on ADA? Had disability awareness month in October. Next year will be the focus on behavior issues.
Need to have the information posted earlier.

Rosa asked us to provide feedback about what’s happening across the university and about her role.

REPORTS

1. **Program and Outreach**-agreed to sponsor youth groups (Grace Community Young Women, True Colors, Black and Latino Male Forum) One day with three different tours. We’ll need committee and others to help support and facilitate the day. E. Retelle has contacted True Colors. R. Simmons discussed bring young men to the committee to bring them on campus. Might contact admissions to obtain some monies. Spring term-may have 3 different days.
2. **Curriculum** - Workshop-professors resistant obtaining the D-Designation because they feel they are already doing this. Need to bring these people onboard. “Recognize” people. Need to have a meeting about having one on one conversations with people. Also, need to talk about how to include courses that are taught about adjunct.
3. Announcements: Chief Roper will present next week. Latino in Higher Education Conference on November 17th. Brown Bag lunch cancelled Monday, at 12:30 has been cancelled.

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