Equity, Inclusion and Anti-Discrimination Advocacy Committee

Meeting Minutes April 21, 2016


1. Approval of Minutes from March meeting
   a. Page 3, VII, i. presently reads: Kenyon: prohibiting all relationships is outside the boundaries of the university. Should read Kenyon: prohibiting all relationships is over-reaching.
   b. Minutes approval pending further review

2. Report from Co-Chairs
   a. March Faculty Assembly meeting
      i. Primary focus; moratorium of faculty pay decrease, retroactive 2014.
      ii. Endorsed graduate student resolution
   
   b. EIADAC Elections for AY 17
      i. May 19
      ii. Chair/Co-chair/Secretary
      iii. Let Kacey know of interest

3. Response to Chancellor Gallagher’s Request for Recommendations on Improving Race Relations on Campus, Pam Connelly
   a. Condensed summary of Diversity and Inclusion Working group, updated
   b. Irene F and Pam C’s discussion esp. graduate students defining diversity
   c. WG itself now inactive, decisions at next levels due before June
   d. Questions involving putting ideas into practice
   e. “Ideas group” leads to implementation at Unit level (School, department, etc.)
   f. Will implementation be consistent across Units?
   g. Likely not, but monitoring is important, and who will monitor outcomes?
   h. Mandatory vs. voluntary is not uniformity
   i. Checking-in is mandatory
   j. Enthusiasm is needed both from the Unit and the monitoring unit
   k. Is student acceptance the same for students across the board?
   l. Use of the word “competency”
   m. Arts and Sciences: overhaul of curricula and proposal of which classes go toward this initiative, must be approved by Council.
   n. Autonomy of Units vs. University as a whole.
4. Lori Molinaro: Planning for Senate Plenary for Spring 2017: Microaggressions?
   a. Senate office move yesterday/today, Lori not available to attend today
   b. Start planning with May meeting; bring big ideas to the meeting
   c. Discussion: University announcement of Yr of Diversity, sense of definition, should include equity and inclusion, encouraging equitable participation.
   d. Do not limit diversity
   e. Intent for broad definition, no committee formed as yet.
   f. Diverse diversities: own and apart
   g. Representation from EIADAC on ad-hoc Senate Committee. Connect groups already involved.

5. Pam Connelly: Affinity Groups
   a. Introduced Lisa Garland, challenged with increasing numbers and activities
   b. Equipois, Latino Group exist
   c. Ideas: LGBTQIA, Veterans—staff/faculty, Disability
   d. Provide a collective voice to Diversity office
   e. Provide professional development, social activities, contacts
   f. Good for recruitment, retention, provide support on Diversity website

6. Report from Working Groups
   a. Gender Equity
      i. Met April 19
      ii. Diversity website goes live early May will display latest lactation room listing.
      iii. Will be “owned” on-site for changes; ideally, all previous lists scrubbed from system
      iv. Site map in the works
      v. Discussed future system of swipe access: facility management at departmental level needed.

7. New Business
   a. Professional Diversity Career Fair and Diversity and Inclusion Symposium
      May 18, 3:30-8 pm. Alumni Hall Connolly Ballroom

8. Future Meetings
   a. 5/19 (826 CL)