

Equity, Inclusion and Anti-Discrimination Advocacy Committee  
Meeting Minutes September 23, 2014, 1:00 PM – 2:45 PM

Present: Ellen Ansell (secretary), Cindy Danford, Claude Mauk (co-chair), Burcu Savun, Bruce Venarde, Adriana Vieira, Kelly Williams; Meg Mayer-Costa; Sarita Brady, Matt Hannan, Eleanora Kaloyeropoulou, Sudhanshu Shekhar; Carol Mohamed

Not Present: Marilyn Hravnak (co-chair), Luis Vallejo; Erkan Bayir

1. Introductions: Members introduced themselves.
2. Scheduling: Intention to change meeting times from meeting to meeting to make it easier for more people to participate. Next meeting October 16, 10-12.
3. Operating Principles & Strategic Vision: Co-Chair Mauk used the guiding documents to review how the Committee and Working Groups do business. Mauk emphasized that all communication should go through the chairs. Clarification about where community members should go when issues arise: Faculty & Graduate Students to Office of affirmative Action, Diversity, and Inclusion; Staff to Employee Relations; Undergraduates to Student Affairs. [issue arose that international graduate students might not to go to chair because of status (immigration)]
4. Goals and Accomplishments from last year: Co-Chair Mauk shared the proposed goals document. Two working groups were represented and talked about their work:
  - a. Gender minority. Will be looking at the policies and resources of peer institutions with regard to LGBT and how we make these resources more visible/accessible. For example, are we where we want to be in terms of services for gender minorities?
  - b. Gender equity. Will continue with work related to Lactation rooms. The issue of Pay Equity was brought to the WG chair's attention. This will be discussed at a WG meeting as a possible issue to pursue.
5. Plans for AY 15
  - a. Working Groups?
    - i. Current: the chairs of two of the already-established working groups (Gender Minority Concerns; Gender Equity, Inclusion, & Discrimination) were present and expressed interest in continuing their work into the coming year. No member of the third WG, Academic Experience Beyond Mid-Life, was present. However, Claude said that they are interested in continuing.  
ACTION: The two WGs present agreed to announce to the entire committee (EIADAC) its first working group meeting so that all interested have the opportunity to attend.
    - ii. New?: Claude contextualize the question of adding working groups: 1) it is likely that a total of 4 would be the limit of what the Committee could manage as they require leadership and membership; 2) suggestions from

the previous year of WG corresponding to people with disabilities, internationals, race/ethnicity and religion. Discussion followed and raised the following:

1. Given the limited number, they should be considered of central importance. Is there the possibility that a current WG could be replaced by another?

ACTION: The EIADAC chairs will poll the committee about interest in membership and/or leadership of one or two of the seven possible working groups (including 3 already-established).

b. Speaker Suggestions:

- i. disability and student housing: (Students for Disability Advocacy; DRS, students, Student Life),
- ii. Pay Equity: Patty Beeson or more likely her designee to talk about the pay equity issue (she apparently presented it to the group a few years ago),
- iii. trans issues generally.

6. New Business:

- a. Pay Inequity
- b. Observance of Religious Holidays: The committee suggested writing a response (diplomatic, of course) to Senate President Michael Spring regarding options presented for the executive committee meeting scheduled on Rosh Hashana to let him know the ways his response was not a very good one from an EIADAC perspective. Ellen Ansell said that she would participate in the effort.
- c. Faculty response to victims of sexual assault: Carol Mohamed asked if we might want to recommend or endorse the idea of training for faculty on issues relating to reporting sexual assault. Someone suggested having links on the EIADAC page so that people with grievances would know who to talk to (e.g. HR for staff, student life for UGs, etc.).

7. Next Meeting:

- a. October 16, 10 AM – noon
- b. Location TBA