

Equity, Inclusion and Anti-Discrimination Advocacy Committee

Meeting Minutes April 21, 2016

Present: C. Danford, K. Marra, C. Mauk, L. Garland, P. Connelly, K. Bonner, J. Smart, L. Kirsch, P. Davis, K. Donaldson, M. Mayer-Costa, S. Nelson-Legall, N. Harun, G. Cook, A. Strathern

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)