

UNIVERSITY SENATE ANTI-DISCRIMINATORY POLICIES COMMITTEE

Minutes for January 22, 2007 meeting

Submitted by Tom Buchele, Chair and acting Secretary

In attendance:

Tom Buchele, Chair
Mark Lynn Anderson
Patty Beeson
Alexis Chidi
Kelly Coburn
Lynn Fitzgerald
Irene Frieze
Emilia Lombardi
Barbara McClosky
Kathleen O'Connor
Vijai Singh
Aaron Arnold
Janine Janosky
Kelly Coburn

Minutes:

Minutes from Oct 20, 2006 were approved as submitted.

Report From Chair

Tom reported that he announced the Shore-Tobias Award at the November Senate meeting. There were no comments or questions.

Old Business:

Safe Zone

Patty reported that she had met with Vice Provost Kathy Humphrey re the status of this program. Humphrey has been discussing it with her staff. One concern is that Humphrey believes that she cannot designate only part of her staff as "safe". Working on how to implement the program in a way that avoids this. Emilia noted that this could be avoided simply by routinely including LGTB issues in faculty and staff training. Patty indicated that this is being done for staff but that more could be done for faculty. Aaron (Rainbow Alliance) reported that he had met with Student affairs and the Counseling Center. They are supportive but don't want to move on the issue until Humphrey's approves it. Aaron suggested that this program is not going to happen unless we start some where and "get our foot in the door". Patty will arrange a meeting involving Humphrey, Aaron, and committee members (Tom, Mark and Barbara are interested) to discuss how to move forward.

Domestic Partner Benefits

Randy Juhl has been invited to attend our February meeting. Tom's invitation indicated that we wanted to hear general statistics about how the program was being implemented and to discuss ways to make the benefit requirements fairer and more inline with other institutions. Vijai suggested that we send Randy the info we have re other schools before the meeting, and Tom will take care of that.

Anti-Discriminatory Policy Award

Although the award was announced to the Faculty Assembly and Senate Tom had delayed other publicity efforts to see if we could find a way to add some sort of monetary award. Barbara noted that it would be embarrassing to do this and have it "flop" and she saw no harm in delaying the implementation until we had worked out more details. That seemed to be the sense of the Committee. Emilia will try and follow up on possible sources for a modest monetary reward and it will be on next month's agenda.

New Business

Military Recruiting Efforts

Mark reported that the Army is currently not listed as a participant in the Jan. 31st/ Feb. 1st job fair at the Union. This is odd and he will try and verify that. If they are participating mark will try and organize an effort to pass out literature re the military's discriminatory policies. Tom noted the recent NYTIMES OpEd from the former Chair of the Joint Chiefs on this issue. Several members suggested sources for info to distribute.

Affirmative Action in Michigan

Tom reported that the Univ. of Michigan, in response to the success of an anti-affirmative action referendum, had agreed to stop applying affirmative action policies during its admission process. Several lawsuits are pending. We may invite Bill Savage to discuss this and other affirmative action issues with us in March.

Efforts to Amend University Anti-Discrimination Policy

Aaron reported that the Rainbow Alliance has started a campaign to amend the University's anti-discrimination policy to include "actual or perceived gender expression and/or identity. The city of Pittsburgh, CMU and Penn State (!!!) have already done this. They are now gathering info re why this is necessary and important and will then start writing letters to the editor and otherwise publicize the issue. Irene suggested that they may eventually want to take the issue before the Senate and noted that changing the official University policy would have to be approved by the Board of Trustees. She suggested that they may want to also consider some interim steps. We will add this issue to next month's agenda.

Meetings for the rest of the spring term are: Feb 19, Mar 19, Apr 16, all at 8:30 am.

Next meeting: Feb. 19th, 8:30, Conference Room of Law Clinic, Rm 5220 Sennott Square