President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Meeting
December 7, 2016


Meneghin called meeting at 12:10 p.m.

I. Minutes
   Approve November 16, 2016 Minutes
   Motion by Re to approve amended minutes; seconded by Molinari. Minutes approved.

II. Old Business
   a. Affirmative Action Day
      Gardner and Keiser updated that they have had several planning meeting on the concept of “How to be a good and effective ally to others?” Keiser asked one of his Muslim students to participate, and her decision is pending.

      The set-up and format was introduced.
      • The date is March 15th from 1:00 pm to 3:00 pm. The first 20 minutes would be used for the panelists.
      • The Student Center Ballrooms would be the venue.
      • There would be 4 to 6 panelists who would introduce some element of allyship at the beginning of the program. Each would be asked to talk about their experience.
      • 2 to 3 questions would be available for each presentation. Similarly focused questions would be used at each table. There would be 20 minutes allocated for the small discussions at each table. Then, a larger discussion would follow.

   b. Single Use Bathrooms
      Mahoney is working with staff member Anthony Mennuti to identify rooms as well as signage. They will work with Brian Edwards to ensure the appropriate signage is used with each bathroom.

   c. Lactation Rooms Update
      Mahoney finalized the list of available lactation rooms. The following renovated/new locations will have one: Partridge Hall, Mallory Hall, College Hall, and the Overlook building. The Student Center will also have one. It was noted that the SGA’s space on the first floor of the Student Center will be converted into a foot washing room. The location is within the Center for Faith and Spirituality. There will be a website created which will be overseen by the Office of Equity and Diversity.
III. **Discussion – Elitism and Unconscious Microaggressions**

Meneghin introduce the discussion by stating that all members are equal at the table and are encouraged to talk, share and learn from each other’s experiences. Some of the comments during the discussion included:

- Elitism and Unconscious Microaggressions are inherent and should be recognized. Offering an emotionally intelligent atmosphere should be encouraged, and will break down barriers.
- At MSU, things are improving; initially, it was more hierarchical
- The use of titles promotes status differentials
- Faculty of color want to be acknowledged for their degrees
- Cultural experiences – it is appropriate to use “Ms./Mr.” as form of respect
- There is a hierarchical issues, depending on department (i.e., faculty talking down to staff)
- The University Senate does not include representation from civil service (CWA and Facilities staff)
- There is dissention even between colleagues (JD vs. PhD; senior faculty vs. junior faculty)
- Cultural change starts at the top- send a message that they are open, willing to talk to others freely
- It is important to ask students how they want to be addressed, especially with the diversity of our student body
- Invite a Adjunct union representative to a PCAAEO general meeting to find out how the Commission can assist

IV. **Other**

- The Veterans’ Group will be asked to present at the January 2017 meeting.
- Hines updated that there was $1,907 left in the budget. Meneghin thanked Hines for her efforts.
- de Carvalho updated that the recent article on the Red Hawk Pantry led to additional donations, including an email from the Campbell Soup company looking to donate to the cause. This update will be posted on Red Hawk News.
- Members were reminded that there is still sponsorship money available for organizations who have an upcoming workshop or event related to our mission and goals. Please direct inquiries to C. Cottle. Penney mentioned that he informed a student to contact Cottle regarding the Social Justice Conference to be held in the Spring.
- Meneghin thanked everyone for their efforts.

**Meeting Adjournment** – Motion made by Cottle; Seconded by Diaz; Meeting Adjourned at 1:15 pm.

Respectfully submitted by M. Colón