

President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Meeting
January 27, 2016

Attendance: L. Candal-Fernandez, M. Cascarano, M. Colon, C. Cottle, A. Diaz, J. Delate, C. Drost, B. Edwards, R. Gano, S. Gardner, A. Gomez, F. Hines, D. Keiser, C. Meneghin, B. Milton, C. Molinari, R. Narasimhan, J. Penney, L. Petrozzello, D. Phillips-Clark, M. Re, C. Reyes-Cuevas, D. Rogers, T. Samuels, S. Sims, J. Williams-Edmund

I. Intro

a. Approve December 2, 2016 Minutes

Cottle requested a correction. Motion by Cottle to approve minutes; seconded by Phillips-Clark. The minutes were approved as amended.

II. Old Business

a. Affirmative Action Day

Cottle updated on the planning for Affirmative Action Day, scheduled for Wednesday, March 23rd from 1:00 pm to 3:00 pm in University Hall 1050. This year's title is "The Impact and Intent of Identity: The Power of Words." Cottle has received several suggestions for panelists, and is looking to confirm additional panelists, including student representation. The program will be put together in the next few weeks. Members were asked to save the date and to email Cottle any names or comments they may have

Meneghin will ask Milton to prepare the proclamation for President Cole and inform her of the date. Meneghin is looking into obtaining a pull up stand for the event sign. The Red Hawk News will be used to communicate the event to the campus community. Refreshments will consist of fresh fruit and lemonade. This event is open to the outside community. Keiser suggested a friend who may be interested in working with The Commission during the event by using his Twitter "real-time" tool to post live tweets during the event.

b. Sponsorship

Cottle distributed an updated report on the amounts allocated. As of this meeting, \$2,100 has been allocated toward sponsorship events. Cottle received a request from LASO toward its Afro Latin Forum to be held during Black History Month on February 24th. Cottle motioned for \$250 from The Commission; Delate offered a \$250 matching donation; proposal was approved.

Suggestions were made to 1. Send a list of events to the PCAAEOD membership via email in order to promote these with the members; and 2. Add the list of events to the PCAAEOD website.

c. Lactation Room

Meneghin updated that there will be two additional lactation rooms added in addition to the one located in Richardson Hall. The room in Richardson Hall is posted on “25Live” for scheduling. However, 25Live is only accessible by using an MSU NetID, which will not work for guests. There will be continued discussions on how to best communicate the lactation room(s) and on the websites to post these rooms. Associate VP Zanko informed Meneghin that there will be one lactation room in the renovated Partridge Hall, College Hall, and Center for Clinical Services. Meneghin thanked members Re, Milton, Cascarano, Rogers, VP Cutler, Mahoney, and former member Abreu for their efforts.

III. New Business

a. World’s Fair Day

There will be more bags made for distribution and Edwards will assist with finding additional funds for purchasing. Information on The Commission will be included in each bag. Re will put in a request for the Nutella. Phillips-Clark will coordinate the staffing of the table during the 2.5- 3 hour time block.

b. Sprague Library Display

Members Re, Rogers and Petrozzello will continue to coordinate the display on the history of Affirmative Action. Meneghin will announce it on Red Hawk News once it is ready.

IV. Other

Rogers updated that Cornell Brooks is interested in coming to campus. Meneghin suggested the Fall semester in order to have the freshman classes attend the event.

Edwards updated that students have to go through HawkSync in order to access 25Live.

Rogers suggested a “climate discussion/program” be implemented in order to provide feedback on how well departments are doing, especially on the treatment and empowerment of women. Meneghin answered that the mentoring committee conducted a poll to review the mentoring programs available on campus. Suggestions were made to bring someone to campus to facilitate a review; and to offer training opportunities on campus for professional staff regarding diversity, inclusion, and other issues. A discussion was had regarding the creation of a program similar to the Safe Space Program to explore department specific reviews, campus climate survey, in order to have a campus-wide snapshot. A suggestion was made to reinstate the Mentoring Committee as an ad-hoc committee, which member Rogers will Chair.

Gardner offered a suggestion to bring conversations in the classrooms between faculty, students and staff, since sometimes faculty are not sure how to talk to students on particular areas of concerns or issues that arise. Gardner also introduced the concept of “keyboard activism” as students communicate regarding issues. Students’ definition of activism may differ.

Petrozzello updated that the Interfaith Conversations will begin again on campus.

Keiser will send a link on the Implicit Association Test from Harvard University.

Keiser suggested that a departmental audit can be conducted on microaggressions issues. Edwards explained that the LGBT conducts microaggressions workshops and can offer the workshop to classrooms, groups.

Cottle announced the African American History Month’s opening ceremony/flagraising on February 1st at 12:00 pm.

Edwards announced the following events:

February 19th Safe Space Conference, and Black HERstory Ball

February 4th – Day of Unity – Dear World project (photo project with individuals’ personal stories and presentation at Memorial Auditorium)

- V. Meeting Adjournment** – Motion made by Cottle; Seconded by Samuels; Meeting adjourned at 1:20 pm.

Respectfully submitted by M. Colón