

President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Meeting
January 25, 2017

Attendance: E. Anderson, L. Candal Fernandez, M. Cascarano, M. Colon, C. Cottle, J. Cutler, F. de Carvalho, J. Delate, A. Diaz, C. Drost, S. Gardner, F. Hines, M. Kochi, M. Lerman, C. Meneghin, A. Mennuti, C. Molinari, L. Petrozzello, D. Phillips-Clark, M. Re, C. Reyes-Cuevas, T. Seaboch, J. Williams-Edmund, T. Zurlo

Meneghin called meeting at 12:05 p.m.

I. Minutes

Approve December 7, 2016 Minutes
Motion by Cottle to approve amended minutes; seconded by Re. Minutes approved.

II. Old Business

a. Affirmative Action Day on March 23rd

Gardner updated that the program will run from 1:00 pm to 3:00 pm on March 23rd. The focus is on “allyship” and will consist of a panel of 4 to 6 individuals offering different perspectives. Cottle has agreed to be moderator. Meneghin will create a news item and asked members to bring 2 to 3 co-workers to the event. She will reach out to the Greek orgs. To attend. Milton will work on the proclamation for President Cole.

b. Bathrooms and Lactation Rooms

Mennuti updated that the information will be posted on the Equity and Diversity webpage, including links. An email will be sent to the campus community once the page is ready.

➤ Lactation Rooms (“Care Rooms”)

Mennuti updated that there are five care rooms on campus: Center for Clinical Services (complete but may not have plumbing); School of Nursing/The Graduate School building (nearly finished); Overlook (completed); Richardson Hall; and Student Center (furniture not yet in).

Meneghin commented that all but Overlook will be available on 25Live for scheduling usage. Cutler suggested that the rooms be secured and used for the intended purposes only. There was a brief discussion on the wording for the signage. Mennuti will follow-up and report back. It was noted that one room was identified in the future College Hall renovation, however, it has not been confirmed.

➤ Single Person Restroom

Mennuti updated that an icon of a toilet will be used on any restroom that has a single stall. Meneghin requested that a list of single person bathrooms already identified as well as others that are being reviewed as possible single person restrooms. Gardner suggested that Mennuti contact Brian Edwards since he has a list. Mennuti stated that

the School of Communication and Media and Life Hall buildings will have up to three single person bathrooms, as well as College Hall. He will check regarding the Mallory Hall renovation.

➤ **Other Issues**

- The curb cuts will be completed in Summer 2017.
- The Library's steps have been removed, providing 100% accessibility through the main entrance.
- There are no plans to have shuttles on campus. Mennuti spoke to Bill Fitzpatrick further. The website provides information on the pick up/drop off locations. Meneghin suggested that Executive Committee have a conversation with Bill.

c. Library Display

Petrozzello updated that the Affirmative Action Display will be up from February 16th to April 10th. Members Re and Rogers will assist. Meneghin will create a news item once the display is ready.

III. New Business

a. Sponsorship

Hines updated that there is approximately \$1,200 available for sponsorship.

Cottle made the following motions, which were approved:

\$500 for the Social Justice Conference

\$300 for the CSI and OED Bus Trip to the Museum of African American History/Culture

\$200 for "A Day of Absence" production

\$200 for Students in Recovery – Health Promotion

Delate offered to sponsor \$200 for the MSU NAACP's program celebrating the 108th Anniversary of the National NAACP.

b. Civility Conversation in the Fall

Meneghin introduced the idea of having smaller conversations in the fall regarding civility and other issues.

c. Student Rep Presentation – Veterans

Edward Anderson, VP of the Student Veterans Association attended the meeting. The association assists military students with benefits, schooling and other transitional issues. He explained the notification process for informing professors as well as the Veterans Office in regards to deployment and skills training assignments. The group has a Canvas community as well. A concern was raised on how the timing of the tuition payment affects registration. There is no longer an installment plan through the military. Cutler offered that MSU will work with students individually based on circumstances.

IV. Other

Gardner updated that the Bias Response Task Force has been renamed the Bias Education Task Force to reflect that there is both a reactive and proactive approach in its response to incidents on campus. The following incidents were shared:

“Black Lives Matter” poster was torn off a faculty member’s door in University Hall over winter break. As a result, there was increased patrols in the area. And, a small swastika was reported on a Student Center elevator.

An online form for reporting incidents is being created which can be downloaded and submitted anonymously. It will be available on the Equity and Diversity website as well as other websites.

Meneghin updated that the “Rave” system is being updated and will include other applications.

Rogers suggested the idea of a religious conversation as an educational opportunity, with conversations on cultural and religious beliefs.

Gardner announced that applications are still being accepted for the Social Justice Conference for anyone interested in conducting a workshop or plenary session.

Meneghin encouraged members to read the Red Hawk News. On Mondays, the “Red Hawks of Montclair” is featured which gets a lot of interaction by students.

Drost stated that MSU offers Recovery Housing, coordinated by Res Life and CAPS. It is a designated recovery space for students in housing.

Meeting Adjournment – Motion made by Cottle; Seconded by Diaz; Meeting Adjourned at 1:25 pm.

Respectfully submitted by M. Colón