

**President's Commission on Affirmative Action, Equal Opportunity and Diversity**  
**General Meeting**  
**February 22, 2017**

Attendance: M. Cascarano, M. Colon, F. de Carvalho, C. Cottle, A. Diaz, C. Drost, B. Edwards, S. Gardner, B. Lin, B. Matthews, C. Meneghin, A. Mennuti, S. Paulino, J. Penney, L. Petrozzello, D. Phillips-Clark, M. Re, D. Rogers, T. Seaboch, R. Swann-Jackson

Meneghin called meeting at 12:10 p.m.

**I. Minutes**

Approve January 25, 2017 Minutes

Motion by Re to approve amended minutes; seconded by de Carvalho. Minutes approved.

**II. Old Business**

**a. Affirmative Action Day on March 23rd**

The program will run from 1:00 pm to 3:00 pm on March 23<sup>rd</sup>. The focus is on how one can be an ally in every corner of his/her life. Panelists include members Gardner, Keiser and Edwards, as well as graduate student Sudha W. and an undergraduate student. Member Cottle will be the moderator. The panelists will give brief remarks on their different perspectives on allyship. There will be questions at each table for discussion as well as an opportunity for audience members to ask questions. Garner suggested that members suggest a person of color who may be interested in being a panelist. Meneghin hopes to have the panelists and program finalized by the end of next week, and she will create news item about the event. The Greeks will be contacted to encourage attendance as well as the SGA.

**b. Lactation Rooms Update**

The subcommittee met and is beginning to collect information regarding the specific buildings currently have (or will have) lactations rooms. The 25Live scheduling tool will be used for all locations except the Student Center, which will be managed by SC staff. Mennuti is looking at future uniformity with all of the furniture for the rooms. Cottle stated that he updated the University Senate of these efforts, receiving compliments for the PCAAEOD's efforts. Meneghin mentioned that NJ Wired is looking to do a story, and provided Gardner's name for the interview.

Single Person Restroom

Mennuti will have a student check all of the single-person restrooms in order to create an updated list of locations.

Foot Washing Room

Meneghin will discuss the foot washing room with VP Pennington upon her return from vacation.

**c. Library Display**

Petrozzello updated that the Affirmative Action Display is ready for viewing. A news item was created on the Commission's website and Student Services page. Meneghin thanked the committee its work.

**d. Sponsorship**

Cottle distributed a summary of sponsorship allocations for 2016-17. He updated that \$3,300 was awarded. The upcoming events include the EOF Boys to Men Conference, Social Justice Conference, and the Serenity Social (Health Promotions). Funds are available for World Fair's Day and the bags. Meneghin updated that John Delate would like to provide \$400 for the bags through his budget. Member Re will work on the Nutella donation for World's Fair Day. Meneghin thanks member Edwards for his original design for the bags, as well as a thank you to Delate for his donation.

**III. New Business**

a. Student Rep Presentation - Organization of Students for African Unity (OSAU) Students Briana Matthews and Shannel Paulino attended the meeting. There was a concern brought forward regarding the lack of support from administration and faculty. Ms. Matthews explained that there is a small percentage of faculty of color on campus, and that there is low attendance at events. Some of the others issues Ms. Matthews stated include:

- Things that have happened on campus have affected certain groups.
- Trying to get all student groups to come together to support Black Heritage Month
- Trying to educate people on how OSAU members feel about their heritage
- Issues on the use of the word "Black" on flyers and programs by the SGA administration. Member de Carvalho noted that the word "Black" has been used previously by OSAU and that perhaps the SGA administration needs to be educated on the use of the word.
- The climate of self-identification has changed at MSU. The OSAU is not what it used to be and is not as respected as in the past. The relationship between the OSAU and African American Studies faculty has changed as well, although Professors Saundra and Lewis have been supportive.

Commission members offered suggestions and comments, including:

- Offering a conversation on Black Feminists research.
- Bringing issues to CSI, Equity and Diversity, and others regarding the wording issue.
- Utilizing HawkSync as a way to promote specific events, emphasizing that the event is open to all.
- Connecting with the Office of Equity and Diversity to discuss resources and opportunities to students of color who are transfer students. And, to collaborate with the OED to create opportunities to educate others.
- Students of color need their own spaces to interact with people like them. It is also good to have spaces where different groups come together for dialogue.

- There is a need for a professional staff to be the multicultural representative on campus; creation of a multicultural center on campus.
- The MSU administration needs to be supportive of faculty and staff attending events in the events and weekends. PCAAEOD members also need to show up at these events.
- The MSU Catalog is on a new system which “hides” courses that are not running in a particular semester, including courses that were previously taught. The issue is that courses that are of interest to students of color are not visible. It was suggested that the University Senate look at the catalog for courses in programs such as African American Studies.

Meneghin thanked the students and reminded them that the OSAU is welcome to send representatives to the general meetings.

#### **IV. Other**

Meneghin updated that she met with the Montclairion’s editorial board to discuss a cartoon that portrayed the Spongebob Squarepants character in his underwear. The intent was to bring attention to the individual who had been seen on campus exposing himself. She explained to the board that people have faced issues personally, including abuse and assault. The editorial board acknowledged that, in hindsight, it was not the best choice of cartoon to reflect the topic.

Rogers announced that she was partially quoted in a Chapel article. She contacted the editor for clarification since her initial quote was not just endorsing religion.

Rogers will share more information on Religious Freedom and Diversity in NJ at a future meeting.

Keiser thanked Ms. Matthews for her OSAU presentation, and encouraged the request for a multicultural center.

Gardner announced that the Social Justice Conference will be on March 31<sup>st</sup>, with registration opening on February 28<sup>th</sup>. There will also be information on HawkSync regarding the Women’s Center program on great leaders, which is geared to female-identified students.

Swann-Jackson shared information regarding the Theatre of the Oppressed program, on March 14<sup>th</sup> from 5:00 pm to 7:00 pm. It is sponsored by the Center of Pedagogy.

**Meeting Adjournment** – Motion made by Cottle; Seconded by Seaboch; Meeting Adjourned at 1:30 pm.

Respectfully submitted by M. Colón