

President's Commission on Affirmative Action, Equal Opportunity and Diversity
February 20, 2013

Attendance: E. Abreu, J. Chern, M. Coleman Carter, M. Colón, C. Cottle, D. Davis, C. Drost, A. Gomez, A. Jeffers, L. Jenkins, L. Johns, R. Jones, B. Lin, A. Mayer, D. McMorrin, C. Meneghin, B. Milton, C. Molinari, J. Penney, B. Peterson, W. Poon, R. Royal, L. Smith, L. Whitaker

I. Welcome:

Meneghin called meeting at 12:15 p.m.

Johns made a motion that the November 2012 minutes be approved; Abreu requested one change. The minutes were approved as amended.

II. Standing/Ad Hoc Committee Reports

a. Affirmative Action and Equal Opportunity

The Committee did not meet and did not report.

b. Diversity

The Committee reported that a total of \$750 has been spent to date” The Combat Paper and the Boys to Men. The sponsorship budget is \$2,500 this year, and the Committee encourages the membership to inform of any other projects that needs sponsorship. Meneghin suggested that the Boys to Men program receive an additional \$500 contribution, which was approved by the Commission. Meneghin **strongly suggested** that members contact Cottle with suggestions for using the additional funds. Cottle noted that the blog needs submissions and comments and asked that suggestions be emailed to Peterson and Penney.

c. Mentoring

Abreu updated that the Committee is working on a date for the focus groups and PowerPoint presentation with the CWA and IAAP members. The goal is to have three presentations and one panel for mentoring. The Committee will then analyze the data and hopes to present at the May Advance. Meneghin suggested that the blog be used to post findings and for a continued discussion on mentoring.

d. Recruitment and Retention

Gomez requested that Milton send the data on faculty and staff recruitment and retention for review. The Committee will focus on hiring, promotion and separations data, in preparation of its presentation at the April meeting.

III. New Business

Presentation on Council for Faith and Spirituality

Abreu presented a video and information on the Council for Faith and Spirituality, including its programs and services. She informed that there are faculty/staff affiliates and community affiliates. Services provided include bereavement services, prayer room, library, weekly events and national holidays, free multi-faith materials and resources, among others. A brief discussion was held about cults and what constitutes a cult and makes it different from a religion. The link will be posted on the blog.

IV. Ongoing Business

Finalize Plans for Affirmative Action Day

Milton updated about the plans for Affirmative Action Day which will be held on March 20th from 1-3pm in University Hall 1070. Barbara said she was in the process of solidifying the plans. The subject will be "Religious Freedom vs. Freedom of Speech." So far scheduled panelists are Dorothy Rogers (cultural aspects), Harry Haines (media), Lisa Sargese (interfaith communication) and we are seeking a legal perspective. Since the next full commission meeting is scheduled for 3/20, Cindy will be contacting us regarding rescheduling it.

Update on Accessibility Proposal to VP Bressler

Meneghin received an email from VP Bressler in response to our recommendations regarding accessibility for people with disabilities – Life Hall, the rear entrance to University Hall and the outer doors of Richardson. Mr. Bressler only commented on Life Hall, saying the installation of an elevator is structurally difficult. Meneghin expressed concerns about parking with the possible construction of the new School of Business, which would really create no close parking on the north end of campus for people with disabilities.

Coleman-Carter announced that the family restroom on the second floor of the Student Center was completed and that the lactation rooms in Webster Hall may have to be relocated, since there are no desk assistants on duty in the building to give out the key.

Meneghin made a point that all of these issues were created by University decisions and were in no way the fault of any individuals within Facilities.

Meeting was adjourned – Motion made by Cottle. Seconded by Coleman-Carter.

Respectfully submitted by M. Colón and L. Smith