

**President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Meeting
April 1, 2015**

Attendance: M. Cascarano, M. Coleman Carter, M. Colon, C. Cottle, J. Cutler, J. Delate, C. Drost, B. Edwards, H. Haines, D. Keiser, D. McMorrin, C. Meneghin, J. Penney, L. Petrozzello, C. Reyes-Cuevas, D. Rodak, D. Rogers, T. Seaboch, L. Whitaker

I. Welcome:

Meneghin called meeting at 12:05p.m.

A motion was made by Cottle and seconded by Keiser, to approve minutes from the February 2015 meeting. Motion was approved.

II. Old Business

a. Affirmative Action Day

Cottle was thanked for his efforts. The program was well received and the panelists were acknowledged. A thank you note was sent to each panelist, and each will be invited to Appreciation Day where a certificate will be presented.

b. Justice Sotomayor

Meneghin updated that Justice Sotomayor's publicist will not confirm a date at this time. Efforts will continue to work with the publicist to try to confirm a future date.

c. Sponsorship Update

A \$250 sponsorship request was presented on behalf of The Brotherhood towards a celebration dinner for Dean James Harris to be held on April 16th. The funds would be used toward the food order. Member Delate offered funding from Residence Life to support the event. Meneghin will post the event information in case other members are interested in attending.

d. Holiday Displays

Meneghin updated on the meeting she attended with Barbara Milton and University Counsel Mark Fleming and Maria Anderson. It was noted that no NJ State university had a written policy or procedure regarding this issue. Milton reviewed NJ State laws and found no exclusively written law regarding the display of holiday items. It was mentioned that employees who have an issue have a right to discuss the matter with

Milton. An employee may file a complaint if he/she feels they are being denied religious expression.

A discussion was had about the inconsistency throughout the campus in regards to religious displays. Depending on the department, some staff are not confronted about the issue, while others are told that the decorations must be removed. Cutler explained that there are restrictions we have at MSU since it is a state sector. Further, religious displays in public common areas may be taken down pending resolution. The issue should be discussed at the departmental level initially. These situations should be handled on a case-by-case basis by bringing it to the supervisor's attention, and to Human Resources if necessary.

e. World's Fair Day

Edwards updated that the event will be on April 2nd from 12:00 pm to 2:00 pm. The PCAAEOD will have a table for its use. There will be giveaways including the bags which will include information about the PCAAEOD and the civility statement.

III. New Business

a. Appreciation Day

Appreciation Day will be held on June 3rd from 12:00 pm to 2:00 pm. It will be an opportunity to thank those who are leaving the PCAAEOD and a chance to welcome new members.

b. Annual Report

The Annual Report will be updated and submitted to President Cole.

c. Membership

Membership will be updated at the June meeting.

VII. Other

Edwards updated on the "Preferred Name" options for those students who want to use this option on the student system. There are other institutions already using this feature, and it has been brought up for discussion several times over the years. MSU's current system does not allow for this option. It is hoped that the OneMontclair enhancements will allow for this programming. It would be up to MSU administration to place limitations regarding the use of nicknames that may not be appropriate to use. Commission members voted to support the efforts the LGBTQ Center is making to facilitate a supportive naming option for students.

Edwards updated that insurance plans in NJ allow for transgender students to take hormonal therapy by injections by a doctor.

McMorrin updated that the Boys to Men Conference was outstanding. She noted that even though the snow storm limited the number of attendees, about 200 did attend.

Rogers updated on the upcoming Montclair Film Festival which will include a number of diverse programs.

In regards to the Affirmative Action display at Sprague Library, Petrozzello agreed to review the request on an annual basis. Meneghin suggested a second display regarding diversity and civility be considered for a fall semester display.

Edwards updated on the Day of Civility being planned for the fall semester. Details to follow.

Meneghin requested that members begin to think about sponsorship opportunities for next year and bring them to the Commission's attention.

Cuevas-Reyes updated that member Abreu will be leaving the University.

VIII. Meeting adjournment - Motion made by Cottle; Seconded by Delate. Meeting Adjourned at 1:30 pm.

Respectfully submitted by M. Colón