

**President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Meeting
September 30, 2015**

Attendance: D. Cashaw, L. Candal-Fernandez, M. Cascarano, K. Chipepo, M. Colon, J. Cutler, C. Drost, J. Delate, B. Edwards, R. Gano, A. Gomez, B. Hill, F. Hines, S. Mahoney, B. McArdle, D. McMorrin, C. Meneghin, B. Milton, R. Narasimhan, L. Petrozzello, N. Pizzuta, M. Re, C. Reyes-Cuevas, D. Rodak, T. Samuels, T. Seaboch, S. Sims, L. Whitaker

I. Welcome:

Meneghin called meeting at 12:05 p.m.

a. President Cole's Annual Charge

President Cole thanked The Commission for its service and noted its nearly 41-year long history at MSU. She acknowledged the success of the Affirmative Action Day program, as well as the library display.

President Cole encouraged The Commission to continue its programs that are beneficial and provide good, positive service to the community. It was noted that nearly 29% of MSU students are Hispanic (or are at least in part Hispanic). She spoke about the diversity of our campus community as well as the increasing diversity in the world, where more individuals increasingly identify to more than one identity group. President Cole stated that the University is a true reflection of our entire community and world. According to her, our campus is an open and welcoming community, with the majority of us committed to make things better.

President Cole's charge is for us to think about the complexities of the world and to work on what makes sense to do that will create the community we want at MSU. She would like to have more people contribute to our cause, to be positive, problem solvers. She asked us to think about the nuisances and complexities and to think more creatively to do 2 to 3 things better than before. Finally, she wants the Commission to look for opportunities that support our goal and reach out to those departments and programs that can collaborate, and to look for those efforts the Commission can leverage.

President Cole recommended that issues and concerns be brought to VP Cutler's attention, and that he will update her.

II. New Business

Meneghin reminded that the meeting dates are posted on the website, and mentioned that if members have an idea or issue to contact an Executive Committee member two weeks prior to the Executive Committee meeting if possible.

a. Nominations Committee

McMorrin will Chair the committee. Members were asked to contact her with a nomination or self-nomination.

b. Sponsorship

Cottle requested that sponsorship funds be provided for two EOF conferences- the Young Women's Leadership Conference in November 2015 and the Boys to Men Conference in March 2016. A motion to approve by member Waters was seconded by Re; the motion was approved to support both conferences with a \$750 contribution to each.

A request was made for \$250 to sponsor a SCOM'S film showcase on October 27th featuring a film by David Thorpe entitled, "Do I Sound Gay?" A motion was made by member Petrozello and seconded by Gomez. The motion was approved.

Meneghin reminded that The Commission can sponsor programming that is in line with our mission. We can also sponsor programming with other MSU Caucuses. Delate offered sponsorship support for programs, especially if they are held in the residence halls.

c. Budget

Meneghin thanked member Hines for her efforts with the budget expenses and catering orders. Meneghin also thanked members Edwards for the World Fair's bags, and Re for the Nutella donations.

d. Affirmative Action Day Planning

Members Cottle, Edwards, McMorrin, Gomez and Reyes-Cuevas will work on the Affirmative Day program, to be held in February or March.

e. Preferred Name Options – OneMontclair

Edwards explained that the proposal submitted to President Cole and VP Pennington in June 2015 received President Cole's full support. With the OneMontclair initiative, it is not clear when the system enhancements would be implemented in order for students to enter their preferred name information.

f. Bathroom Signage - Single Person Bathroom

Edwards updated that he was waiting for a response regarding the number of single stall bathrooms. Meneghin replied that this information may be available,

and asked member Waters to work with Edwards on getting the accurate number. There is currently one single person bathroom in the new CELS building and new SBUS building.

g. Gender Neutral Bathrooms - Signage

Edwards is working on a training/awareness program. There is an issue with individuals taking down the paper signs on those bathrooms being used as gender neutral bathrooms.

h. Accessibility

Meneghin updated on the recommendations that were sent to VP Bressler. A few issues remain unresolved.

i. Lactation Room(s)

Member Cascarano updated that there is one possible room in Richardson Hall, however, it does not have a sink.

III. Other

A discussion was had regarding other campus accessibility or safety issues:

- Red Hawk Deck – certain levels of the deck do not have automatic doors to get to the elevators
- Behind University Hall – Lot 31- There is only one parking spot for Persons with Disabilities
- Blanton Hall sidewalk- There are 4 screws/bolts that are sticking out of the ground.
- Students running for the trains.

Meneghin proposed a flyer be created with safety tips and warnings.

There was a discussion about a concern on how campus police email communications are worded. The concern is that the description of a suspicious person may be perceived as “profiling.” Chief Cell will be contacted regarding how to address the concern. It was mentioned that perhaps a list of standards (clothing description, height) can be used.

Meeting Adjournment – Motion made by Cottle; Seconded by Samuels; Meeting Adjourned at 1:20 pm.

Respectfully submitted by M. Colón