

**President's Commission on Affirmative Action, Equal Opportunity and Diversity  
General Meeting  
September 28, 2016**

Attendance: M. Allen, L. Candal-Fernandez, M. Cascarano, M. Colon, C. Cottle, J. Cutler, F. deCarvalho, C. J. Delate, A. Diaz, D. Dixon, C. Drost, B. Edwards, R. Gano, S. Gardner, A. Gomez, F. Hines, D. Keiser, B. Lin, M. Lerman, J. Mahmoud, B. Milton, C. Meneghin, C. Molinari, T. Morlando Zurlo, R. Narasimhan, J. Penney, L. Petrozzello, D. Phillips-Clark, M. Re, C. Reyes-Cuevas, D. Rogers, T. Samuels, T. Seaboch, R. Swann-Jackson, D. Williams, J. Williams-Edmund

**I. Welcome:**

Meneghin called meeting at 12:05 p.m.

a. President Cole's Annual Charge

President Cole began by thanking The Commission for its service. She recommended that issues be brought to her attention, and that we explore the various needs of the University, such as forums for the community to meet to discuss issues. President Cole stated that since its founding, Montclair State has been a welcoming and positive place for people who come here, with strong values which are important to support and continue. She added that while the University is not perfect, we do our best, aiming to do better than in the past. She encouraged the Commission to look at what we can do in our own safe community to help prepare others as they themselves prepare to leave our community, with a strong, broad perspective. President Cole asked that we explore ways on how to help these individuals share the values in our campus community with those outside of our institution.

**II. New Business**

Meneghin welcomed both returning and new members for their service to the Commission. She reminded that members are encouraged to speak freely, and that confidentiality must be maintained. Meneghin added that the PCAAEOD is the most diverse group on campus, and that all members are welcome to attend the meetings. She said that each of the student groups, represented on the Commission, will be invited to individually informally present their thoughts and issues to the membership.

a. **Student Rep Presentation - SGA**

SGA President Matthew Lerman spoke about the issue with accessible doors, suggesting that a system be created to check the doors at least once a semester and to put a notice by the doors containing the contact information in the event a door is not working properly. He also mentioned the issue with the ramp between Yogi Berra Museum and Blanton Hall. Matthew and Sidney Gardner updated that the SGA recently emptied a dark room within the Council for Faith

and Spirituality at the Student Center and discovered it has water access. This room will be used for washing of feet.

## **Other Issues**

### Lactation Rooms and Bathrooms

Meneghin provided the following updates:

- The Mallory Hall renovation will have a lactation room as well as a single use bathroom.
- Student Center will have a lactation room on the 3<sup>rd</sup> floor and single gender bathroom on the main floor.
- The College Hall renovation will include one lactation room and single gender bathroom on each floor.
- Overlook Building will have a lactation room.

### Cameras on Campus

Student Jessica Mahmoud asked about the use of cameras on campus for safety. VP Cutler responded that University Police does not have the staff to oversee the cameras and suggested that Chief Paul Cell be invited to discuss this issue with the Commission.

### Shuttle Buses

Dorothy Rogers inquired about the shuttle buses used previously to transport students needing this service to get around campus. Meneghin updated that this issue is currently being reviewed. Cristina Molinari agreed that the shuttles were useful for students and employees with disabilities. Anyelina Diaz explained that students can request a shuttle pick up at the Disabilities Resource Center, however, some are hesitant to disclose their disability.

### Crossing Guards

There are crossing guards assigned at the CarParc Diem Garage. Brian Edwards suggested that the crossing guards wear white gloves during the evening shift because drivers are not able to clearly see the hand gestures.

## **b. Sponsorship**

Cottle requested approval of the following sponsorship requests:

- \$750 – EOF's Young Women's Leadership Conference
- \$750 – EOF's Boys to Men Conference
- \$300 – Latino/a Caucus (for refreshments) for Speaker Ginetta Candelario
- \$300 – ReelAbilities Film Festival

A motion to approve these requests was made by member Re; seconded by Gano; motion was approved.

Meneghin reminded members to send event information to her, in text format, for posting on Red Hawk News. Edwards also suggested that he receive the information for posting. There are several news sources available, including one for commuter students, residence life, and family red Hawk News where events can be posted.

**c. Affirmative Action Day**

Keiser suggested we look at issues on implicit bias and implicit racism, and suggested members to take the Implicit Association Test from Harvard University. He will send the link to the IAT to the membership.

Gardner suggested “Black Lives Matter: Beyond the Hashtag” for further ideas for Affirmative Action Day.

A discussion was had regarding ideas and format for Affirmative Action Day. Keiser asked that ideas be submitted to him for consideration. Gardner explained that students of color need opportunities to discuss these issues on campus in a safe space, without fear, and that we come together in other venues to discuss the issues. Re suggested a survey be sent to students for ideas and suggestions to share with panelists. Edwards suggested that students be asked what they would want and how the Commission can support them.

**III. Other**

Meneghin thanked Gano for assisting in the editing the final annual report.

Keiser thanked Edwards for his assistance with students needing information.

Keiser thanked student M. Lerman for the thank you note sent to faculty and staff.

**Meeting Adjournment** – Motion made by re; Seconded by Keiser; Meeting Adjourned at 1:50 pm.

Respectfully submitted by M. Colón