

**President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Meeting
November 16, 2016**

Attendance: A. Alvarez, L. Candal Fernandez, M. Coleman Carter, M. Colon, A. Diaz, F. de Carvalho, J. Cutler, D. Dixon, C. Drost, S. Gardner, A. Gomez, F. Hines, D. Keiser, M. Kochi, J. Mahmoud, S. Mahoney, C. Meneghin, B. Milton, C. Molinari, R. Narasimhan, J. Penney, L. Petrozzello, C. Reyes-Cuevas, R. Swann-Jackson, J. Williams-Edmund

Meneghin called meeting at 12:10 p.m.

I. Minutes

Approve October 26, 2016 Minutes

Motion by Molinari to approve amended minutes as proposed by Meneghin and Colon; seconded by Swann-Jackson. Amended Minutes Approved.

II. Old Business

a. Lactation Rooms Update; Single Use Bathrooms

Maloney provided updates as follows:

- Mallory Hall renovation, scheduled to re-open in 2018, will include lactation room, however, the Richardson Hall lactation room will then be eliminated
- Current Student Center bathroom renovation will include a care room on the 3rd floor (in late Spring 2017)
- Overlook Building will have a lactation room
- College Hall renovation will have a lactation room in lower level (2019)
- Partridge Hall renovation – will include single use restroom (January 2017)
- Student Government Association (SGA) – There is a room on the first floor, however, no confirmation as to whether it will be used as a care room or for foot washing (to meet the practice needs of students, faculty and staff)

Maloney will research the number of single person bathrooms (How many, locations, plans for additional ones) and provide an update at the December meeting. A question was raised on whether there is a requirement on the number of single person bathrooms vs. the number of students on campus. Maloney will research this inquiry.

Williams-Edmund reported that she researched other universities and found that more schools use their Human Resources office to handle scheduling and maintaining information on Lactation Rooms. Some schools have the Women's Center coordinating these efforts. At the present time, MSU's HR department does not currently have the bandwidth to handle this endeavor.

A discussion was had on possible options for scheduling lactation room scheduling. Meneghin explained that students or visitors do not have access to the 25Live scheduling system, therefore, they would not be able to know if a lactation room is available. Gardner suggested HawkSync as a possible option for scheduling. Meneghin added that perhaps all of the information can be available on a website and can check to see if HawkSync has the functionality to handle online scheduling.

In order for users to gain access to a locked lactation room, there would need to be staffing in certain buildings where the user would provide an ID card to receive a swipe card for the room. It was noted that the Student Center's information desk is staffed regularly. Members Gardner, Mahoney and Cascarano will discuss the access issue further and report back.

b. Student Representative Presentations

Meneghin updated that the Veterans group will present at the December meeting. She is encouraging students to come to members of the Commission with concerns which will be brought up for discussion. announced that Sidney Gardner has joined the Executive Committee and will provide guidance on equity and diversity programming.

c. Affirmative Action Day

Keiser reported that he and member Gardner met and discussed the proposal for the AA Day program. The event would be held in the Student Center Ballrooms, using a 10 -table set-up for 10 active facilitators. Attendees at each table would be presented with different theses (i.e., class, race, gender). There would be a 10 minute introduction by the facilitator, using information written on post-it notes with people's concerns and questions. After a determined time, attendees would move to a different table. General questions that would be asked may include:

What makes us feel safe?
What are some challenges?
How do we deal with these challenges?

Materials, including the Civility statement would be available at each table. Members offered suggestions and questions, including:

Reyes-Cuevas – Have an introduction at the beginning of the program; Suggested AA Week with different activities; Suggested a wall with different notes to display prior to AA Day; Suggested that we do videos of people answering what affirmative action means to them

Meneghin – Use less tables and run the program longer to allow more commuter students to attend (perhaps 12:00 pm to 8:00 pm) using different facilitators.

And, to make sure the information is shared, disseminated

Diaz – What will the Commission do with the information gathered? And, suggested that that the table set-up would work to have these discussions,

Dixon – Suggested that the information presented be clear.

Penney – Can we do a panel at the event?

Mahmoud – Will the event be confidential, a safe space? Keiser clarified that it would not since it would be important to discuss afterwards.

Petrozzello – Agreed with the idea of having more than one event; Suggested that there is an opportunity to reflect and come back to have continued dialogue; She will once again coordinate the Library Display for February 2017.

Re – Suggested that a set time for the event be used in order to minimize too many people coming in and out of the room

Molinari – Staff are hesitant to talk, therefore the wall idea would be great for people to express their feelings.

Alvarez - Suggested that perhaps the post-it display can continue after AA Day; Suggested a diversity mural piece/permanent display be created

Keiser requested that members contact him with any other ideas or suggestions. He will work on the details.

III. Other

Student Alvarez suggested that MSU incorporate more social aspects into its core curriculum courses in order for students to understand statuses and backgrounds and to become more immersed on campus. Narasimhan agreed that the multicultural course has become too broad. Member de Carvalho suggested he contact the SGA since they can be an asset with this proposal.

Coleman Carter updated that there is an Anti-Trump rally scheduled this afternoon. The students will follow policy and will march from the Amphitheatre to the Bohn Hall quad. University Police as well as DCL staff will be present.

Meneghin reminded members that everyone at the Commission meetings are equal and will receive equal support and importance.

IV. New Business

Civility and Human Dignity Discussion

The Civility statement was sent to students and staff. Issues regarding equality, community space, and the right for people to express their opinion without inhibiting someone else's progress and professional development will be at the December meeting.

Meeting Adjournment – Motion made by Re; Seconded by Petrozzello; Meeting Adjourned at 1:25 pm.

Respectfully submitted by M. Colón