

President's Commission on Affirmative Action, Equal Opportunity and Diversity
General Meeting
November 28, 2018

Attendance: L. Candal Fernandez, K. Chipeco, M. Colon, C. Cottle, F. deCarlvaho, C. Drost, P. Elam, E. Farrell, S. Genise, K. Paz Goldfarb, T. Hindsman, R. Judge, M. Mann, C. Meneghin, A. Mennuti, L. Petrozzello, D. Phillips-Clark, M. Re, C. Reyes-Cuevas, T. Seaboch, B. Serrani, H. Strayhorn, J. Stroh

I. Welcome:

Meneghin called meeting at 12:05 pm

Approval of October 2018 minutes: Motion by Re to approve; seconded by Cottle (with correction); October 2018 Minutes approved.

II. New Business

a. Sponsorship

Cottle updated that a total of \$2,400 has been allocated so far. No new requests have been received.

b. Center for Social Justice and Diversity

Meneghin welcomed Hamal Strayhorn, the new Director of the Center for Social Justice and Diversity who joined the Commission as an ex-officio member. He will also attend the Executive Committee meetings.

c. Power & Privilege Conversation

The Commission has been addressing issues on identity, power and privilege. Meneghin added that the conversation started last month was very informative. She would like the Commission to have the beginning of an experience by the February/March meeting that we may want to present to the campus community.

The conversation from last month's Commission meeting continued, with members sharing their descriptive words and sharing their opinions on whether they felt empowered or not, and if their terms made them feel advantaged or disadvantaged at times.

Meneghin requested suggestions of what we are looking to have regarding conversations or bringing awareness to the campus community. Some thoughts and suggestions included:

- Thinking of ways to get the information to others who need to hear these conversations
- Marketing such as a question survey to students staff and faculty on their thoughts on this topic
- Starting a survey campus-wide on how these things are being addressed in the classroom, student union, etc. Large scale efforts including students completing the online survey before they can register, get housing.
- Safe spaces –empowerment tools not just in the safe space; real world responses
- Looking at how we promote the University- Is it part of our Mission Statement” Looking at MSU’s mission to perhaps make recommendations to the administration or address the President’s cabinet and asking the tough questions.
- Visibility - We need to be out there, connecting with people on campus and getting the word out. Using the info booths around campus would be helpful.
- What is our vision? Mission statement is from 2002. The Montclair of 2002 is not the Montclair of 2018. We need to define MSU’s vision. Strategic plan discussions sessions were held last year and people are aware about MSU’s current Mission Statement. Revisions and updating of the statement will likely be done.

III. Old Business

a. Cornell Brooks

Cindy will get update from Rogers on two possible dates. She is looking to reserve the room in the School of Communication and Media that can hold 150 people.

IV. Other

No other business was presented.

Motion to adjourn – Motion by Phillips-Clark; second by Reyes-Cuevas; meeting adjourned at 1:00 pm

Respectfully submitted by M. Colón