

University Senate Diversity Committee Minutes

March 14, 2019

Present: Dorothea Anagnostopoulos, Edith Barrett, Clarissa Ceglio, Alice Fairfield, Pam Heath-Johnston, Amy Howell, Brendan Kane, Ana O'Donoghue, Willena Price, Christina Rivera, Stephany Santos, Anastasios Tzingounis, and Dana Wilder

1. Minutes of 2/14/2019 were approved
2. Land Usage Agreement
 - a. Dana has met with the General Counsel which resulted in some minor edits. All has been sent to the President's Office for review
 - b. Once Dana hears from the President's Office, the committee will be updated. As a committee we can decide then what to do regarding the University Senate.
 - c. The only other University that has a Land Acknowledgement for the entire University is the University of Illinois. Many other Universities/Colleges may have an acknowledgement within an area of the University. More research is taking place within ODI about if there is a Land Acknowledgement, then when and how is it being used.
3. Indigenous People Day
 - a. Dana will be bringing it up with our new President elect and let us know
4. Provost Search Committee
 - a. The committee would like to send a request to the President's Office regarding the Provost Search Committee membership
 - b. Draft statement to be reviewed and edited and sent onward by Amy to Rachel Rubin:
 - i. The University Senate Diversity Committee requests/recommends, in keeping with the University's definition of Diversity, that the Provost Search Committee be more inclusive and diverse"
5. ODI update
 - a. President elect is supportive of the work ODI has done .
6. Gender Neutral Initiatives Subcommittee Update
 - a. Attached poster was shared with the committee
 - i. Feedback presented varied
 1. Some would like format changes with font bolding
 2. Some would like more descriptive definitions and more examples
 3. Others plan to use it now as a soft sell and share with their students.
 4. The Subcommittee will meet and discuss this poster, other changes and other campaign posters
 5. Minimal suggestions
 - a. Bold "Here are some examples;
 - b. Add in UConn logo
 - c. Add a line "For more definitions and examples "?link to a more in depth resource"
 - d. Include phonetics for the Ze, zir, Ae, Aers
 - b. Given the poster conversation, we brought up the gender postcard as that had been distributed to the committee at a prior meeting. It was thought that the postcard would be more descriptive and have more examples.

- i. The committee recommended we print and distribute to new and current employees the pronoun card. About 4000 would need to be printed.
 - 1. Distribute at bi-monthly NEO, NFO on Aug 22 and then send to Department admins enough cards to put in employee mailboxes
 - 2. Dana will look into it with Kelsey.
- 7. Data Subcommittee Update
 - a. Amy read an email from Micki. Micki has spoken with Elizabeth Conklin who would be happy to meet and share data with this subcommittee. The plan to is to meet after Spring Break
- 8. Year End Diversity Committee Report for University Senate
 - a. Amy explained she will be providing a report and a few slides at the April University Senate Committee regarding this Committee. If you have any ideas please email them to her. She is thinking she will talk about Land Usage, Indigenous People's Day and the 2 Subcommittees

Respectfully submitted,

Pam Heath-Johnston