

2/14/19

Senate Diversity Committee

Present: Dorothea Anagnostopoulos (call in), Edith Barrett, Sandra Bushmich, Clarissa Ceglio, Casey Cobb, Alice Fairfield, Maria-Luz Fernandez, Pam Heath-Johnston, Amy Howell, Brendan Kane, Micki McElya, Ana O'Donoghue, Christina Rivera, Stephany Santos (call in), Jenasia Shuler, Tasso, Tzingounis, Susana Ulloa

Minutes of last meeting → Voted & Approved

1. USG Resolution Indigenous People's Day

- **USG Resolution : October 17th, 2018**- initiative to change Columbus Day → Indigenous People Day
- Xingyi Chen, Executive Advocacy Consultant for USG, presented a summary (w/key points) of the USG resolution (appended)
- Committee discussed the possibility of UConn observing Columbus Day as Indigenous People's Day
- Dana Wilder (Asst. VP for Diversity & Inclusion) is looking @ change in UConn statement of land usage. He will also inquire about UConn's ability to recognize Indigenous People's Day vs. Columbus Day
- We support the resolution (in spirit) but we do not know the legality of it. We are not able to change a State holiday, but there may be something we can do. Towns in CT have made such a declaration. We would like to see it happen, but how?
- We suggested that USG look @ other institutions and how they have worked on this issue
 - Could the Univ. Senate support this?
- Want to support & endorse meaningful change (options that can genuinely effect change), supporting students as activists
- Would Senate as a whole be willing to support this change on the UCONN "Student Calendar", or on the Event Calendar (→mentions Columbus Day)
- Could we use the language/approach adopted by Virginia Tech?
- CT HB #6422 session YR 2016 to change the name of Columbus Day to Indigenous Peoples Day; died in Committee
- Native American Cultural Center also has a similar petition. Contact person would be Elsie Gonzales

Action

- 1. Student will talk to Gregg Haddad (State Rep.)
- 2. Amy will get update from Dana Wilder

2. Gender Inclusive Initiatives Subcommittee Updates

- With support of Kelsey O'Neil, Rainbow Center Director, are working on a poster campaign. We have one poster to review and will share with the Diversity Committee
 - Once poster(s) are complete, we plan to share with the Diversity Committee and any others in your and other departments who can share within the department.
 - Other ideas to consider for distribution of posters
 - Post on electronic monitor screens in various UConn buildings
 - Send to Deans and ask them to share/forward to Assoc/Assist Deans and Dept Heads
 - Present at Dean/Department Head meetings
- A googledoc has been created for this subcommittee to share documents and posters. Pam will check with Kelsey on how to add the Diversity Committee to it.
- Handout was distributed providing web addresses and an article on "Suggested Best Practices for Supporting Trans* Students from the Consortium of HE LGBT Resource Professionals"
- Other items we are working on:
 - Transition guide for employees is being developed-Pam will check with OIE
 - Kelsey is working on identifying and signage for gender neutral restrooms in all campus buildings
 - Maria inviting Kelsey to meet with Senate Diversity Group in CAHNR

3. Data Committee

- Data Committee
 - What kinds of data are collected? Where does data reside?
- GOAL→ How to look at diversity of faculty, staff, issues of retention
 - Currently flat lined

- Want to be able to track the individual and issues of climate complaints
- Follow up w/ Elizabeth Conklin discussion of race/ethnicity/gender/workloads/ etc.

4. Other topics mentioned

- Elizabeth Conklin met w/ ALFAS
- Exit interviews –what are they and who does them
 - HR- they have exit interview but not about climate
 - Univ. Compliance→ online survey, optional; can also meet w/them
 - Is there support for a more robust exit interview?
 - But need to know where data goes, how to use
 - Chris Delello, Chief HR Officer, is contact person
 - Can our committee make a recommendation for exit interviews?
 - Could exit interviews be part of HR exit procedure?
 - Some Depts. might be doing exit interviews
- 2nd Climate survey on Workplace Civility is being released
 - Vickie Magley (Spring 2019)