**University Senate Diversity Committee Minutes**

**Sept 12, 2019**

**Present**:

Edith Barrett, Clarissa Ceglio, Amy Howell (Chair), Diane Lilo-Martin, Willena Price, Margaret Rubega, Aida Silva, Cindy Tian, Susana Ulloa, Dana Wilder

**Minutes taken by**: Cindy Tian; **Proofread** by Amy Howell

1. **Approval of May Minutes:** moved by Edith, seconded by Margaret. Approved by all present with abstentions from Diane, Aida and Cindy (absent from May meeting)
2. **Updates on Land Use Acknowledgement and Indigenous People’s Day.** 
   1. Land Use Acknowledgement statement (https://nacp.uconn.edu/land-acknowledgement/): encouraged, but not required, to be read at major university events such as Commencement, first Senate meeting, etc. There had been an indication that there would be a reminder about this early each semester in Daily Digest. Dana was going to check to see if this was being implemented. It was noted that the statement quoting the Land Use Acknowledgement on the University Senate web site was lacking one of the tribes that had been recently added. Amy was to bring that to Cheryl’s attention.
   2. Indigenous Peoples’ Day instead of Columbus Day: In private universities, such as Brown, this has changed. However, this is a complex issue at UConn because we are a state organization, and Columbus Day is a state holiday. The past President, Susan Herbst, appointed a committee to look into this. The Senate Diversity Committee will not duplicate the effects but is tracking the progress. UConn does have a celebration for Indigenous Peoples’ week.
3. **Committee report: Gender Inclusive Initiatives (SDCGII)**
   1. Margaret (as the new chair) reported poster campaign of gender neutral pronouns. Has been announced in Faculty/Staff Daily Digest. The Rainbow Center has 11” X 14” color printouts. Discussions on how to ensure that all faculty/staff see the posters. Suggestions included 1) to send paper copies to each UCONN faculty/staff, 2) to have Deans announce when they meet with Department Heads, then Department Heads share them in faculty meetings, 3) to train LGBT awareness in FYE classes and TA training workshops (preferably by Rainbow Center Director Kelsey O’Neil). Finally, Dana offered to ask Kelsey about the plans of the Rainbow Center and see what they want the SDC to do so there is no duplicated efforts.
4. **Report from Sub-committee 1 (increase underrepresented groups in faculty/staff)**
   1. Amy shared UConn data of 2006-2018 from OIRE by email before the meeting. Even with the support of all past presidents, there has not been much change in numbers, particularly in faculty and staff, during this period. Recruitment and retention efforts need strengthening for females and under-represented minorities. The upcoming meeting with the new President will be important to discuss this issue. A question on pay equity was raised.
5. **Updates on SETs:** (not discussed)
6. **Other issues:** 
   1. Discussed recent racial slurs and racial profiling incidents in downtown Storrs and on campus