

## **University Senate Diversity Committee Minutes**

### **April 11, 2019**

Present: Dorothea Anagnostopoulos, Edith Barrett, Sandra Bushmich, Clarissa Ceglio, Alice Fairfield, Maria-Luz Fernandez, Pam Heath-Johnston, Amy Howell (Chair), Ana O'Donoghue, Willena Price, Christina Rivera, Stephany Santos, Anastasios Tzingounis, Susana Ulloa, and Dana Wilder. Guest: Micah Heumann

1. Microaggressions Research Project
  - a. Micah Heumann, ACES and other UConn faculty are working on an IRB research project similar to what was done at the University of Illinois regarding microaggressions towards students of color. He shared some of the challenges and reactions they have faced so far with the survey. Attached is the overview of the survey of students. They have collected over 1100 so far and are hoping to collect more.
  - b. Next steps of the project will be individual interviews, and more. Project outcome is to have research results in the Fall to share with departments.
  - c. Micah's request of this committee
    - i. Share the attached flier to continue to have more students take the survey
    - ii. It was recommended to Micah to have advisor's send it out. For CLAS, please consider contacting Mansour.
2. Minutes of 3/14/2019 were approved
3. Land Usage Agreement (LUA)
  - a. The agreement is on the Office of Diversity and Inclusion (ODI) website as President Herbst has approved it. It is not mandated, yet encouraged to be use and let it grow organically throughout the University. Some have been using it.
  - b. President Herbst sent an email on April 4 to key groups (Student Affairs and University Senate for example). Mike Kirk will be posting in the Daily Digest. It was suggested it be posted to the Daily Digest at the beginning of each semester.
  - c. This committee supports the LUA be read at the first meeting of each academic year of the University Senate and as a reminder at the beginning of each semester.
4. Indigenous People Day
  - a. President Herbst has asked Dana Wilder to establish a committee to have Indigenous People Day replace Columbus Day at UConn.
  - b. The first meeting of the committee is scheduled for April 24.
  - c. Dana's committee is looking for a faculty member for it.
  - d. Outcome: If you or have a name of another faculty member to recommend to serve on the Dana's committee, please send the name to Amy Howell.
5. Women in Stem Video
  - a. A video that was posted by University Communications titled "This is what Women in Stem Look Like" was taken down as it was seen as not representative of women in STEM
  - b. Last Thursday a town meeting was held to discuss the video and how to ensure future videos will be more inclusive and representative of UConn. Ideas and recommendations have been provided regarding University Communications and Student Organizations
  - c. This committee supports the following:

- i. A meeting between Dana Wilder, ODI and Tysen Kendig, University Communications to work on improvements on being more socially conscious with word choice and diverse and inclusive visual representations
    - ii. For the leadership training for student organizations and leader to also be socially conscious with word choice and diverse and inclusive visual representations. Amy Howell will contact Christine Wilson.
6. Provost Search Committee
  - a. Amy sent cc'ing the committee the approved statement as voted on today to Rachel Rubin and Mike Kirk. Rachel Rubin responded on behalf of herself and Mike which all committee member received Rachel's email as well
7. Gender Neutral Initiatives Subcommittee Update
  - a. Poster feedback will be shared with Kelsey by Margaret who will continue to work on it with Kelsey and for the ongoing poster campaign. She will keep the committee updated as needed
  - b. Shared a hard copy with those present of the "Creating an Inclusive and Affirming Workplace for Transgender Employees: A Guide for Employees" . This subcommittee reviewed it:
    - i. A great beginning and informative guide for supervisors and all employees
    - ii. What was hoped for and we ask that it be created is a comprehensive guide for an employee who is going through the transgender process.
  - c. Dana will talk to Kelsey
  - d. Per an email from Pam Bramble to Amy to Pam HJ about having Emmet Burns as a speaker/resource as suggested, we thought the Diversity Committee might want to sponsor a forum/meetings with students to receive their input. There is another informal group outside of the Senate that may have helpful information for us as well.
8. We were unable to get to the following agenda items:
  - a. Data Subcommittee
  - b. SET Bias Information
  - c. Annual Report/slides for University Senate

Respectfully submitted,

Pam Heath-Johnston