

**JEDI Committee Meeting**  
**October 7, 2021**  
**Via WebEx**

**1. Attendance**

- a. Present: M. Rubega, M. Rodriguez, G. Reilly, D. Lilo-Martin, M. Vidal, S. Willen, C. Pina, M. Markowski, A. Silva, C. Kirchoff, M. Vargas-Silver, A. Paul, K. Weber-Hottle, C. Adams, E. Ouimet, C. Ceglio, J. MacDougald, M. Lucas

**2. Approval of September 2021 Meeting Minutes**

- a. E. Ouimet motioned to approve the minutes.
- b. M. Vargas Silver motioned to approve minutes.
- c. Minutes approved.

**3. New Member Introductions**

- a. Joe MacDougald - Faculty at the Law School and Director of Center for Energy and Environmental Law
- b. Greg Reilly - Department Head of Management in School of Business
- c. Mona Lucas - Office of the Vice President for Enrollment Planning and Management
- d. Michael Vidal - New Director for Diversity and Inclusion Initiatives.
  - i. Stepping in for F. Tuitt for this meeting.
  - ii. Role is to focus on employee and student facing initiatives.

**4. Update from Office of Diversity and Inclusion**

- a. Hosting a DEI forum for all University employees.
  - i. Forum will introduce to employees the policies and procedures regarding how to report incidents of bias and discrimination.
  - ii. Two part series
- b. Launching a new ODI website and attempting to rework messaging on the website.
- c. On September 18, 2021 there will be a welcome for Staff of color.

**5. Chair's Update**

- a. Prison Labor Contract has been passed to F. Tuitt and he will be working more with it.
- b. New Subcommittees for this School Year:
  - i. Increasing Staff membership on the University Senate
  - ii. Anti-Racism
  - iii. Disability as Diversity
  - iv. Accessibility
  - v. Transgender Rights
- c. Breakout Groups → Try to identify some concrete initiatives to take on this school year.

## **6. Discussion from Breakout Groups**

- a. Anti-Racism Subcommittee
  - i. Discussed the declaration of racism being a public health crisis.
  - ii. In relation to the declaration, we discussed how we can implement ideas and strategies of what anti-racism means.
  - iii. Discussed accountability and strategic planning.
  - iv. Identified structures and policies within the University that may be inherently racist and finding reconciliation within the solutions to address those various structures and policies.
  - v. Consider looking into the Delta Gen Ed. website to learn more about the proposal and see how it intersects or fails to intersect how students gain knowledge about anti-racism.
- b. Disability Subcommittee
  - i. Nominated two co-chairs → Audrey Silva and Cinnamon Adams
  - ii. Discussed the needs and wants from the disability community.
  - iii. Educating the faculty about the disability community.
  - iv. Educating students about the resources available for disabilities.
  - v. Thinking about policies that are currently in place and how the policies need to be updated.
  - vi. Is there a particular education initiative that needs more attention?
    - 1. We are planning to head towards educating staff and faculty more about resources that they could use.
  - vii. In the message, consider more focus on the culture of disability rather than knowing diagnosis.
- c. Transgender Rights and Issues
  - i. Discussed the issues we have seen on campus.
  - ii. The records at University should reflect the identity and gender for the students, but privacy to these records.
    - 1. Does the family have access to these records? Individuals that are in transition may not be fully out.
  - iii. Data reflection is not reflective of how transgender individuals feel.
  - iv. Updating police forms as they only have the gender choice of male and female for options, which may inhibit transgender individuals from reporting crimes.
  - v. Gender Neutral Bathroom signs
  - vi. Want to put a focus on education as it is long-term and gender-neutral bathrooms.

## **7. New Business**

- a. The University as a whole has declared racism as a public health crisis.

- i. As the JEDI committee, do we want to create a statement for the University Senate in support of the move by the University Administration?
- ii. There has been some discussion about what we do after the University has declared racism a public health crisis.
  - 1. In the future, could the JEDI committee discuss legislation called the Truth and Reconciliation Committee of Commission.
    - a. Focuses on identifying or understanding the hard truth about racism and the impacts of racism in our community.

**8. Resolution for Racism as Public Health Crisis**

- a. M. Christy Jr and S. Willen will draft a resolution to this declaration.
- b. Consider what we really want and then we will go to the Senate Executive Committee to see any conflicts or any future updates.
- c. Consider looking at best practices that other universities are doing, and discuss how we could implement these best practices.