SENATE COMMITTEE ON EDUCATIONAL EQUITY AND CAMPUS ENVIRONMENT

Minutes for Meeting # 4, January 27, 2015

Members Present:
Kimberly Blockett (phone), Mary Dean Coleman (phone), Dwight Davis (V. Chair), Ron Gebhardttsbauer, Patreese Ingram, Sonia Khanchandani (phone), Laura Pauley (Chair), David Shupp, Mary Volero, Marcus Whitehurst

Members Absent:
Susan Fredricks, Robert Loeb, Melissa McCleery, Luis Ocampo, Jane Sutton

Guests:
Andrea Dowhower, Assistant VP for Student Affairs
Dana Carlisle Kletchka, 2013-14 Chair: Commission on Lesbian, Gay, Bisexual, and Transgender Equity
Allison Subasic, Director: Lesbian, Gay, Bisexual, Transgender, and Ally Student Resource Center

CALL TO ORDER
The meeting was called to order at 8:35A by Chair Pauley.

APPROVAL OF MINUTES
The minutes of the December 9, 2014 meetings were approved.

COMMENTS BY THE CHAIR
Officers and Chairs meeting was canceled due to inclement weather.
The CLGBTE Report to Faculty Senate originally scheduled for January 27th, has been moved to the March 17th meeting.

COMMENTS FROM THE INTERIM VICE PROVOST FOR EDUCATIONAL EQUITY (WHITEHUST)

1. Information pertaining to Gender Neutral Restrooms and the Restroom Access Policy was presented and discussed at President's Council on Monday, January 19, 2015. Specific details from the proposed policy were shared with the group. A great deal of the interest focused on a funded study proposed by Deb Howard. President's Council would like to move forward with additional discussions once the study is concluded.

2. Undergraduate Education and the Admissions office have reported that admissions applications are up this year compared to the past two years. Also, the quality of
applicants is high as well, which will make admission to UP very competitive but will increase the opportunity offers to the Campuses.

3. Strategic Planning: All 48 strategic plans have been review and feedback on those plans as it relates to diversity planning (The Framework to Foster Diversity) have been submitted to the Provost and Interim Vice Provost for Educational Equity. The Provost and Interim Vice Provost will schedule upcoming meetings with each budget executive to discuss the feedback in preparation for moving forward with next steps and best practices.

4. Dr. Whitehurst recently presented at a Committee on Institutional Cooperation (CIC) conference on Penn State's diversity initiatives. The University of Michigan has contacted the Office of the Vice Provost for Educational Equity and requested to visit Penn State to benchmark its diversity planning and diversity best practices. Penn State has hosted several colleges and universities in the past, Michigan will be the first Big10 CIC institution to visit on the topic of diversity and inclusion.

COMMISSION REPORTS

COMMISSION FOR LGBT EQUITY LIAISON (Gebhardtsbauer)

The Commission on LGBT Equity met on January 22, 2015 and discussed the following items:

- Applications for membership on the Commission for LGBT Equity are now available
- The websites providing resources to LGBT students, faculty, and staff at each campus will be up in early February at www.StudentAffairs.psu.edu/lgbtqa
- LGBT Safe Zone Training dates are Wednesday 3/11 from 5 to 7pm at the HUB Hetzel Lounge and Wednesday 4/1 from 12 to 2 at 129A HUB. EECE members are welcome to sign up at https://pennstate.qualtrics.com/jfe/form/SV_0ix3ZUA39pQO8At
- Marie Lindhorst’s report from the CLGBTE to the Faculty Senate has been delayed until their March meeting.
- Progress is being made on introducing “Preferred Gender” field in the PSU’s databases and University Forms, and the proposed Restroom Access policy is being considered by University Leadership
- On December 18, 2014, the Department of Justice announced that the protection of Title VII of the Civil Rights Act of 1964 on Sex Discrimination will be extended to include Gender Identity and Transgender Status, at State and Public Employers.
- Kenneth Lehrman, Vice Provost for Affirmative Action, talked to us about why the Department of Labor does not require Affirmative Action to be applied to LGBT and Disabled employees and students. He suggested that we think about pushing DOL to require it. He noted that MIT and the University of Iowa go further on this than most schools.
- CLGBTE is working with Damon Sims and David Grey on applying a non-discrimination policy to vendors such as Chick-Fil-A in the future.
COMMISSION ON RACIAL/ETHNIC DIVERSITY (Ingram)

Announcements
1. The Spring Symposium will be held Monday, February 23rd in Heritage Hall from 9am – 12 noon. The symposium will feature Valerie Purdie-Vaughns, Associate Professor at Columbia University. Following the symposium the 25th Anniversary Celebration will be held.
2. The College of Business announces that the S.T.A.R. T. (Striving Toward Awareness & Respect for Tomorrow) Essay Contest is accepting essays from full-time undergraduate students for the competition. The deadline is February 4th. The essay should address the following question: “How is diversity depicted in the media, and how can it be improved?” Winners will receive monetary awards.
3. The community diversity Group is sponsoring an Empowerment for Women Luncheon on March 20th.
4. The next Community Diversity Conference is slated for June, 2016.

New business
1. Nominations for CORED Officer positions are being accepted. These should be forwarded to Ronald Redwing and Kevin Dressler.
2. CORED is planning for its annual meeting with the President in April.

Team/Committee Reports
1. Plans are being made for the Spring Commonwealth Campus visit to the Brandywine Campus in March.
2. The Staff Team will meet with OHR to discuss diversity components of the new staff performance management system and with Susan Basso to discuss the staff mentoring program as well as staff recruitment and selection.
3. The Student Team plans to meet with Anna Griswold to discuss Bunton-Waller Fellows regarding providing a “warning semester” following academic difficulties. The idea is trying to give the students better warning that they are in jeopardy of losing the scholarship due to grades and to give them a better chance of retaining the scholarship and/or preparation for handling the financial implications of losing the scholarship. Financial need continues to be a concern. President Barron will speak on student debt on WPSU during the January 15th broadcast. This program can be viewed on line at http://www.wpsu.org/infocus.

COMMISSION FOR WOMEN (Fredricks)

1. One new funding request: Penn State Women’s Studies Graduate Organization (WSGO) conference requested $250. Funding will be used to cover the costs of the conference, which include speakers’ meals, refreshments for conference participants, and costs not fully covered by UPAC funding. This was approved.
2. Public meeting videos will be added to the CFW check-in blog in the event posting for each month and also on a new video assets page. Mentoring Committee members can promote attendance at the April 2 awards luncheon to mentoring program pairs. Also,
mentoring committee members who are not on the executive committee should advocate that the leadership (Dean or VP) in their work area reserve a table at the awards luncheon and should be included at that table as a CFW representative.

http://sites.psu.edu/checkincfw/video-assets/

3. Personal Safety and Sexual Assault Awareness Committee – Planning: Perhaps a Bystander Intervention activity if a subsection of our group is willing to work on this project; move planned film and discussion event from April 8 to 15 so as not to conflict with a possible Jackson Katz event on campus; discussed advertising and other logistics; looking ahead to Fall 2015, perhaps a personal safety/defense event with Steve Dolphin? Inviting two student group representatives to attend one or more of our committee meetings.

4. Technology Committee – We used zoom.us for the December 17 full meeting in 404 Old Main. It worked well and was recorded.

5. Recently held the January 21, 2015 Commission for Women Public Meeting. Dr. Daad Rizk, Penn State Financial Literacy Coordinator discussed student loans from a gender perspective and offered strategies to Penn State female graduates to effectively deal with loan debts using financial planning. A light lunch was served. The meeting was recorded and made available after at http://sites.psu.edu/checkincfw/2014/12/22/january-21st-public-meeting-are-student-loans-a-womens-issue/

OLD BUSINESS

A. Climate for LGBTQ Faculty and Students, recommendation from Aug 28, 2012 Senate Report (Dana Kletchka, Past Chair of CLGBTE; Allison Subasic, Director of the LGBTAA Center; Andrea Dowhower, Assistant VP of Student Affairs)

Andrea Dowhower, Allison Subasic, and Dana Kletchka met with us to discuss the implementation of EECE’s Recommendations Senate Report 8/28,2012) for an LGBT liaison at each PSU Campus to provide support, resources, and campus events for LGBT students, staff, and faculty. President Erickson’s letter of 11/13/12 charged the VP for Student Affairs, the VP for Commonwealth Campuses, and the Provost for Educational Equity with this task, and they created the Coalition on Sexual Orientation and Gender Identity (COSOGI) to implement it. Andrea, Allison, and Dana (who are on the COSOGI) provided the attached document to us and noted that:

1. Adding a quarter-time person at each campus was not feasible, but they do have at least one liaison at each campus now.

2. Student Affairs was best able to implement the recommendations which is primarily directed to students at the moment, but the liaisons will also be able to address issues of faculty and staff

3. A 2-day LGBTQA training provided by Allison Subasic in December was excellent, per Ron. All but two campuses had liaisons in attendance. They will return to their campuses and take on the responsibility of training others at their campuses.
4. COSOGI provided Rainbow, Transgender, and Bisexual Flags for each campus, to help create a visible and proud presence at each campus. More work will be done to find appropriate safe spaces (such as the library) at each campus.
5. Websites will become available in early February with individualized information for each campus.
6. Training has been provided to student leaders from various campuses, so that they can create discussion groups and lead programs at those campuses.

B. Diversity in Administrative Positions (Ingram and Blocker)
Data from the Office of Human Resources on gender and diversity make-up of University DAAs (Directors of Academic Affairs), Deans, Assistant Deans, and Associate Deans for all Colleges was reviewed. There was discussion about obtaining similar data for faculty and students across the University for a periodic report to the Faculty Senate. The committee recommended contact with the Office of Human Resources and the Office for Affirmative Action to discuss this data request and formatting for a Faculty Senate report. It might be decided that this type of report be prepared periodically for the Faculty Senate.

NEW BUSINESS
None

ANNOUNCEMENTS
None

Adjournment
The meeting was adjourned at 10:40 AM.

EECE Minutes was prepared by Dwight Davis