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

APPROVAL OF MINUTES
The minutes of the October 21, 2014 meetings were approved with minor corrections.

COMMENTS BY THE CHAIR
EECE will be asked to give input to several upcoming Senate items:
   New Health Care Plan Review led by Faculty Benefits
   Literacy in Financial, Legal, Health Care (Lion Literacy) led by Student Life. There will be
      a Forensic Session at the January Senate meeting. EECE will be contacted for input after
      the January meeting.
   Review of the Gen Ed Report

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

1. Student Demonstrations: Several student organizations at University Park joined together
   under the unified name Black Leadership Union and hosted three demonstrations (at the
   HUB, Old Main, and Library) in reaction to the Ferguson MO. and New York City incidents
   involving police officers and unarmed African American men who died in these
   interactions. Students offered the University recommendations as to how Penn State could
   work toward creating a more welcoming and inclusive safe environment for all students. In
   collaboration with the students, the University will look to explore the following:

   • A meeting early next semester with the black student leaders and leadership of local law
     enforcement, the University, the Borough, and Patton and Ferguson Townships
- A video, much like the "It's On Us" and the "If You Can Play, You Can Play" videos, that speaks to the themes of inclusiveness, diversity, and civility

- A non-regulatory response to the demonstrators' wish that the University more effectively address the social media posts that were offensive and troubling

- Two focus group breakfasts for senior University leaders with 1) randomly selected students of color or only African-American students, and 2) black student leaders

- A CAPS presence in the PRCC during highly stressful times such as last week, and more outreach generally from CAPS to these students

- A conversation/tour involving these students, University Police, and OPP to focus on the lighting and emergency phone concerns the students have raised

- A campaign to raise awareness about the possible misuse of social media, particularly Yik Yak, and the harm that can result

- Generate discussions with the leadership of the Gen Ed Task force to discuss the diversity requirement

2. The State College Mayor and the Pennsylvania Human Relations Commission will meet on Wednesday, December 10, 2014 to discuss racially motivated incidents that occurred this year in the State College Borough involving an African American female faculty member being harassed by members of a fraternity.

3. The Emergency Medical Services Association will host a peaceful rally on Friday, December 12, 2014 in support of law enforcement.

4. Diverse Issues in Higher Education recently published its Top 100 Degree Producers for diverse populations [http://diverseeducation.com/](http://diverseeducation.com/). Penn State was ranked:
   - #85 of African-American Bachelors, with 437 graduates (4%), up 15% from 2013
   - #43 of Asian American Bachelors, with 596 graduates (6%), up 1% from 2013
   - #68 of Hispanic Bachelors, with 502 graduates (5%), up 21% from 2013
   - #53 Total Minority Bachelors, with 1726 graduates (16%), up 12% from 2013

Penn State did not appear in the Top 100 for granting graduate degrees.

5. The Chronicle of Higher Education October 27, 2014 Diversity in Academe "Black Man in the Lab" [http://chronicle.com/article/Black-Man-in-the-Lab/149565/](http://chronicle.com/article/Black-Man-in-the-Lab/149565/) article highlighted institutions that awarded the most science and engineering doctorates to Black men, 2002-12 ranked Penn State #4 behind Howard (113), University of Michigan (78), Georgia Tech (76), and Penn State (64 graduates).
COMMISSION REPORTS

COMMISSION FOR LGBT EQUITY LIAISON (Gebhardtsbauer)

1. Visible Campus Liaisons
   - Dana Kletchka (former Chair of CLGBTE) and Ron Gebhardtsbauer met with Allison Subasic (Director of the LGBT Student Resource Center - SRC) and Andrea Dowhower (Assistant VP for Student Affairs) who are implementing this.
   - Student Affairs has no authority over campus facilities or campus Student Affairs, so Andrea works with Madlyn Hanes (VP for Commonwealth Campuses) on these Campus Student Affairs issues. This explains why they are emphasizing student needs first; faculty and staff needs later.
   - Allison Subasic of SRC requested $6,000 from Student Affairs for an initial training of primary campus liaisons at 2:30 – 5:30 on 12/16 at NLI (which Ron will attend) and ongoing mandatory training with campus student affairs directors.
   - Allison will provide us the list of the campus liaisons. They may not have someone from small campuses yet, but the hope is to have someone from every campus someday, and long, long term to work towards a ¼ time person at large campuses. Note that there is no similar ¼ time position in other equity areas (women, minorities, disabled, internationals?) and maybe EECE could work on that. CLGBTE could help in finding people at the campuses.
   - The SRC will create a template for the campus websites and will tailor and update them with information from the campus liaisons. Physical space for books, videos, rainbow flags at the campuses would be valuable.

2. Domestic Partner (DP) Benefits now that PA has Marriage Equality
   - Opposite Sex DP benefits won’t be eliminated, even though Same Sex employees can’t get them
   - They’ll reconsider after the Supreme Court decides for full nation, because employees and prospective employees living in states without marriage equality may not be married, and the Supreme Court could reverse the decisions in the Circuit Courts (although unlikely).

3. Curricular Integration (Borja Gutiérrez)
   - Committee discussed the need for long-term funding for the Sexuality and Gender Studies (SGS) Minor, housed in the Women’s Studies Department (now called the Department of Women’s, Gender, and Sexuality Studies).
   - Committee is interested in pursuing a graduate minor or Ph.D. in SGS along with graduate and undergraduate-level courses for the Department of Spanish, Italian, and Portuguese.
   - Committee is interested in pursuing a conference for PSU scholars.
   - Committee is bringing in Steven Petrow, a columnist from the Washington Post, who has written extensively on LGBT and straight etiquette, Rep. Brian Sims, and someone from Equality PA to discuss the PA Nondiscrimination Senate and House bills.
4. **Transgender Task Force (Tatiana Zwerling)**
   - Students are covered for surgery. Coverage for university employees was approved, but is still working its way through the process. It appears that coverage will be worked out for university employees in the future.
   - They are (1) checking on the enforcement of the current policy of installing gender-neutral restrooms in all new-construction or significant-remodel buildings, and (2) passing a policy protecting a person’s right to use the bathroom that corresponds to gender identity, using the Arizona State language.
   - Committee is also working on the university’s treatment of preferred name for ID cards and dissertations/theses that currently require a legal name.

5. **Student Concerns (Parker Werns, Krista Quesenberry)**
   - They hope to provide LGBTQA resources to students with an all-community email, campus-specific pamphlets, and a University Park flyer for new and transfer students in the fall.

6. **Employee Concerns (Nancy Ostiguy)**
   - They are pursuing a new climate survey with the other commissions and reviewing the 2008 survey and campus surveys (such as Harrisburg, which does a survey every 3 years).
   - They are planning a workshop for January or February about same-sex couple benefits and are working with TIAA-CREF on it.

7. **JCC had a good meeting with President Barron**
   - President Barron wants the commissions to come to him any time they have a need.

8. **Campus visit:**
   - Altoona is the tentative frontrunner for the spring campus-visit commission meeting.

**Pennsylvania Schools benchmarking:**
1. University of Pittsburgh does not have a final decision yet, but they most likely will revise their entire policy, as they currently recognize both same-sex and opposite-sex partners. They will likely require marriage for both types of partners and will allow 60 days from the date of their announcement for marriage to occur.
2. University of Pennsylvania will continue to cover same-sex partners without marriage, but for those who choose to marry, they will not incur imputed income and receive the income tax offset. They do not currently cover opposite-sex partners and have no plans to add coverage.

**Big 10 Benchmarking**
1. Ohio State: Offers both Same-sex Domestic Partner (SSDP) and Opposite-Sex Domestic Partner (OSDP) benefits
2. Rutgers: Offers SSDP benefits only
4. Wisconsin: Offers SSDP and OSDP benefits.
5. Maryland: Offers SSDP benefits only
6. Purdue: Offers SSDP benefits only
7. Indiana: Offers SSDP benefits only
8. Illinois: Offers SSDP and OSDP benefits (require Civil Union for both, effective June 1, 2011)
9. Northwestern: Offer SSDP and OSDP benefits (require Civil Union for both)
10. Michigan: If you do not cover a spouse you can cover one Other Qualified Adult (OQA) who must share same primary residence.
11. Michigan State: If you do not cover a spouse you can cover one Other Eligible Individual (OEI) who must have resided continuously for the last 18 months in the same primary residence.
12. Minnesota: Offers SSDP benefits only (Effective 1/1/15 they will be offering coverage for only married couples since Minnesota legalized same-sex marriage in August 2013).
13. Nebraska: Offers Employee Plus One program if you do not cover a spouse (Must reside in same household and cannot be currently married or Common Law to another individual).

COMMISSION ON RACIAL/ETHNIC DIVERSITY (Ingram)

November 11, 2014 Meeting

Selected Announcements:
1. Terrell Jones received a posthumous Alumni Fellow Award
   - Powwow Documentary aired on WPSU-TV November 6th, 14th, 16th and 20th.
   - MLK Banquet is scheduled for January 15th, 2015, 6:30pm at the Penn Stater Conference Center Hotel.
2. Kwanzaa Celebration sponsored by the Black Student Graduate Association is scheduled for December 6th. Dr. Regina Benjamin, the 18th Surgeon General under President Obama, will be the keynote speaker.

New Business
A new “bias” poster will be available for students to report bias-related incidents. It is being produced by UPUA.

Old Business
1. Carol Eicher reported on the Community Diversity Conference that was held June 4, 2013.
   - The conference was very successful. A special event was a skit/performance by the SST Learning and Development group out of Chicago. This group combines comedy and factual information focused on issues of diversity. A video of the
Molly Kunkel shared results from a Soul of the Community survey that focuses on what makes a community a desirable place to live.

- Carol also shared a variety of activities of the Community Diversity Group over the past several years. These include: the Community Resource Flyer, the Community Resource Fair (held October 4, 2014), Customer Service Training for local businesses, Cultural Empowerment for Women Luncheons, and in-service workshops.
- The Community Diversity Group is collaborating with the State College School District on a curriculum project titled New Leaf, which focuses on diversity.

Team Reports

1. Academic Team – Laureen Teti reported on plans for Valerie Purdie-Vaughs as a keynote speaker for the Spring Symposium to be held in Spring (Monday, February 25, 2015). The Academic Team is also discussing the General Education models that have been described, as well as hiring practices at the University.

2. Outreach Team – Curtis Price reported that the Commonwealth Campus visit will be March 21st at Brandywine. Plans are still in progress for the 21st Anniversary Reception. A report from the Social Media Sub-Committee will be shared in December.

3. Staff Team – The team met with Susan Basso, Marcus Whitehurst and Victoria Sanchez. They acknowledged the need for mentoring programs and a proposal has been shared. The Diversity Talent Bank cannot be used in its current form. A restructuring is needed.

4. Student Team – Debra Buchannan reported that there are still 167 students in scheduled status at this point. She also indicated that students would like to have the financial page in Lion Path presented in different languages.

Liaison Reports

1. Athletic Council for Diversity and Inclusion (ACDI) will invite athletes to become involved with CORED.
2. EECE – Patrese Ingram provided a report from the EECE meeting.
3. University Staff Advisory Council (USAC) . At the last USAC meeting, the group was informed that the coming year’s benefits are similar to those of the current year.

JCC Update

The new Vice President for Strategic Communications, Lawrence Lokman will meet with JCC.
COMMISSION FOR WOMEN (Fredricks)

1. Faculty & Staff Achievement Awards – letter from Susan Basso was received. The deadline is Monday, December 15, 2014; to make a nomination or to view descriptions, eligibility requirements, and intended purpose of each award, go to https://app3.ohr.psu.edu/award.

2. Two new funding requests were approved for:
   o Worthington Scranton - The funds will be used to provide lunch to Faculty, Staff and Students who attend the presentation by Dr. Susan Russell.
   o Harrisburg - The funds requested would be used for the 2nd annual Walk a Mile in Her Shoes Event. The funds will specifically be used to purchase 25 WAM branded t-shirts to be used by CFW members who volunteer to work the event, plan the event, and execute the event as well as to be shared with students, faculty and staff who participate in the walk. We will have the Nittany Lion on hand to hand out t-shirts to walkers who display their PSU spirit and encompass the message of WAM - to end sexualized and gender violence.

3. CloudAxis (a web based program similar to Adobe Connect) failure at October public meeting will be discussed in Technology Committee report. Much discussion has occurred. There was great interest in the topic, it was well-attended, and the panel was exceptional. Ginny Hosterman, chair of the Technology Ad Hoc Committee, said she could not get a consensus from the survey she conducted after the event; some were pleased with the connection, some weren’t. The comments were all over the place.

4. Reviewed topics for remaining programs and decided on the topic for January- student loan information impacting female students.

OLD BUSINESS

CLGBTE Report to the Faculty Senate
Marie Lindhorst, CLGBTE Chair, discussed the proposed Faculty Senate report from the Commission, sponsored by EECE and scheduled for the January 2015 meeting. EECE committee members were in favor of the report and expressed appreciation for efforts developing the document.

Review Diversity Plans in Unit Strategic Plans
The EECE Committee will follow progress with updates from the Interim Vice Provost of the Office.

Climate for LGBTQ Faculty and Students (recommendations from the August 28, 2012 Senate Report) (Gebhardtsbauer)
Further discussion on implementation of recommendations will occur at the January EECE meeting.
Diversity in Administrative Positions (Ingram and Blocker)
The Office of Institutional Planning and Assessment will be contacted with a request for preliminary information on the demographic make-up of University DAAs (Directors of Academic Affairs), Deans, Assistant Deans, and Associate Deans for all Colleges. This information will be discussed at the January EECE meeting.

NEW BUSINESS
None

ANNOUNCEMENTS
None

ADJOURNMENT
The meeting was adjourned at 10:35 AM

EECE Minutes was prepared by Dwight Davis