

## **Meeting Minutes**

Equity Council Meeting

Thursday, February 24, 2011

9:00-10:30 a.m.

Thomson Board Room, Ballentine Hall

**Attendance:** Trish Morokoff, co-chair, Gerald Williams, co-chair, Bob Dilworth, Andrew Winters, Pamela Rohland, Chip Yensan, Bryana White, Amy Olson, Kathryn Friedman, Abu Bakr, Lynne Derbyshire, Frank Forleo, Tammy Vargas Warner, Lisa Abreu Morel, Gail Faris, Liliana Costa, Eileen Orabone, David Oh, Stephen Marchand, Michelle Fontes-Barros, Karoline Lopes, Jarso Saygbe, Melvin Wade, Marcia Morreira, Kyle Kusz, Laura Beauvais, Earl Smith, III, Marc Hardge, Ed Givens, Helen Mederer, and Ann Morrissey.

### 1) Introductions

2) Minutes of the December 17, 2010 meeting were approved with the following corrections: Bob Dilworth was in attendance and the last point should have been numbered (9)

### 3) Announcements

- a) Welcome to Kathryn Friedman, the new Associate VP for Community, Equity, and Diversity
- b) Alumni of Color Network Career Panel will be held on March 3 in the Galanti Lounge.
- c) There will be a showing of the 50<sup>th</sup> anniversary of Freedom Riders, 1961 on March 13, 2011.
- d) The Black Scholars Awards is April 4 and they are still accepting nominations.
- e) "Israel at Heart" conversation with three Ethiopian students on Friday, March 11 from 11:30 – 1:00 p.m.
- f) GLBTIQQ Symposium will be held April 4-9, 2011
- g) Equity Council co-chairs met with President Dooley on January 20<sup>th</sup>
- h) The new part-time faculty contract has implications for teaching opportunities for the diverse body of graduate students

### 4) Confidentiality Policy

Trish reviewed the policy for confidentiality at meetings.

- No one will speak to the media concerning issues discussed at an Equity Council meeting unless agreed upon at the meeting.
- All discussion at Equity Council meetings will be confidential unless otherwise designated.

- Minutes will be made public after approval.

There was some discussion clarifying this policy. It was agreed that messages posted to the Equity listserv are not confidential.

## **Old Business**

### 5) Subcommittee to develop position description for permanent CDO

- a. Trish reported on the meeting of the Equity Council co-chairs with President Dooley in January. She reported that the President endorsed having the Equity Council form a subcommittee to develop a position description for the permanent CDO and recommended that interim CDO Kathryn Friedman and Provost Don DeHayes be strongly involved in the process.
- b. Kathryn Friedman suggested strategies for the position description including developing bullet points for the President to review and making a timeline for the formal search.
- c. There was further discussion. Issues discussed included the possibility of extending the interim CDO's term and converting the position to a VP. It was pointed out that the Equity Council has not seen a copy of the interim Associate VP position description and Kathryn agreed to make this available.
- d. A motion was made and seconded to form a subcommittee to develop the position description. The motion was unanimously adopted. Equity Council members volunteered for this subcommittee.

### 6) Report from CDO Kathryn Friedman

Kathryn reported that she has met with many people on campus during the past 7 weeks. She proposed a structure for diversity on campus in which there would be a number of commissions, such as the PCOSW; Faculty, Staff, and Students of Color; and GLBTIQQ. There could potentially be additional commissions. Kathryn indicated her intent that there should be faculty, students, and staff on each commission. She proposed updating and revising the University Manual language to incorporate any changes in structure. She further recommended that each commission have by-laws.

7) Goals. It was agreed that there are important structural issues that need to be addressed including the relationship of the CDO to the Equity Council and the President. It was agreed to have a special meeting on March 10 to address these issues.

Meeting was adjourned at 10:35 am