

MINUTES

Equity Council Meeting

Thursday, May 24, 2012

9:00-10:30 a.m.

Thomson Board Rom, Ballentine Hall

Attendance: Michelle Fontes-Barros, co-chair, Lynne Derbyshire, co-chair, Joseph Santiago, Amy Olson, Kristina Moyet, Linda Lyons, Karen Sherman, Jenn Longo, Annemarie Vaccaro, Laura Beauvais, Alycia Mosley Austin, Liliana Costa, Garry Bozylinsky, Stephen Baker, Pamela Rohland, Gerard Holder, Delores Walters, Abu Bakr, Kathryn Jervis, Trish Morokoff, David Hayes, Annie Russell, and Roxanne Gomes

- 1) Introductions
- 2) Minutes from the February 17 and April 20 meetings were approved. The March 22 minutes were approved with one change: Under “Announcements” #2, change to the award from the Multicultural Enhancement Fund.
- 3) Announcements
 1. Laura Beauvais reported that there was a workshop for the college diversity committees held on May 23 at the UCLUB. There were about 80 people and they put together goals and plans for next year. She suggested it would be good to link college diversity websites to the CED website.
 2. Joe Santiago reported that there have been about 10,000 hits on the CED digital collections.
 3. Annie Russell announced that the first meeting for the LGBTQ Center with the architects was being held today, May 24, 2012 at the MCC.
- 4) Update from Abu Bakr
 1. Abu reported that Delores Walters will be doing some work in the CED office on recruitment and retention issues.
 2. He also reported that the President’s Commission on the Status of Faculty, Staff and Students of Color had their first meeting. They will have one more planning meeting and will divide the committee into subcommittees.
 3. The Multicultural Center held a retreat and a significant number of recommendations were suggested having to do with programming and use of the space. The Office of CED has purchased some furniture for the lobby and outside area of the MCC.

4. The Affirmative Action is in the process of doing a compensation equity review. They have hired Jackson Lewis to do the review. They have already requested financial data and there will be an ad hoc group working on the compensation piece. This will be an on going process in the Affirmative Action program. It was also indicated that the AAUP did a study in the early 90's looking at salary levels and promotions.
 5. Abu reported that the CED office has provided about \$15,000 to different programs/events. He also said he had spoken with Bob Beagle regarding images of photos for brochures.
- 5) Update on CDO Search
1. Laura Beauvais reported that she has given the President all of the feedback and comments. They are awaiting his decision.
- 6) New Business
1. Liliana Costa, chair of the Administration & Finance Diversity Committee handed out a draft copy of an Anti-Bullying Policy that their committee worked on. This policy will be an addendum to the Violence in the Workplace Prevention Policy. The policy was reviewed and there was some discussion on it. It was suggested that everyone look it over and send corrections/comments to Liliana. This will be brought back at our next meeting.
 2. Kathryn Jervis, chair of the College of Business Diversity Committee read a statement regarding diversity in the College of Business.
 3. Michelle reported on some planning that Lynne and her would like to work on over the summer. Things that they would like to consider are:
 - a. Reports from the different college diversity committees
 - b. Working on a strategic plan
 - c. Having a summer retreat
 4. Lynne reported that she has not gotten a response from the Provost regarding the Africana Studies letter. She will follow up on that.
 5. Karen Sherman announced that Kim Anderson will take over as co-chair of the PCOSW with Faye Boudreaux-Bartels.

Meeting was adjourned at 10:30 a.m.