

EQUITY, ACCESS & DIVERSITY  
MINUTES OF MEETING  
SEPTEMBER 15, 2008

[In these minutes: Resolution to Offset the Imputed Income Tax Associated with Same Sex Domestic Partner Benefits Update, Review Committee Charge, Agenda Items for 2008 – 2009 Academic Year, Announcements]

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Assembly; none of the comments, conclusions or actions reported in these minutes represent the views of, nor are they binding on, the Senate or Assembly, the Administration or the Board of Regents.]

PRESENT: Katie Ballering, chair pro tem, Vicente Garces, MJ Gilbert, Susan Cable, Peg Lonnnquist, Richard Graff, Keith Horvath, Lee Penn

REGRETS: Benjamin Munson, Shannon McGoffin, Kris Lockhart, Anne Phibbs, Raul Marreto-Fente, Naomi Scheman, Asim Khan

ABSENT: Kimberly Boyd, Joel Eisinger, Diane Katsiaticas, Andrei Diuchin

I). Katie Ballering, chair pro tem, called the meeting to order, welcomed those present, and requested members go around the room and introduce themselves.

II). Professor Penn reported that last year the committee spent a considerable amount of time researching and crafting a resolution, which would offset the imputed income tax associated with same sex domestic partner benefits (SSDP). She noted that while the University Senate passed this resolution, President Bruininks, on behalf of the administration, did not approve it.

A member asked about the path this resolution took once it was approved by EAD. Renee Dempsey, Senate staff, reported that the resolution went to the Senate Committee for Faculty Affairs (SCFA) where it was approved, and from there to the Senate Consultative Committee (SCC) for docket approval, and finally on to the University Senate for action. Ms. Dempsey added that while President Bruininks strongly supports the resolution, given the budget challenges facing the University, and the estimated \$300,000 to implement this benefit, the University cannot approve the resolution at this time.

A member stated that not approving this resolution equates to a pay inequity, which has nothing to do with job performance, pedigree, etc. Another member stated that citing budgetary challenges as a reason for not approving the resolution is another way of saying that this issue is not a high enough priority for the University. Even in the current economic environment, the University has money to spend on what it considers its priorities.

A member stated that the University's SSDP benefits were a major factor in helping influence her decision to work at the University. Another member stated being unable to work at the University if SSDP benefits were not offered.

In terms of next steps, members decided to continue this discussion at the October 20<sup>th</sup> meeting when Professor Munson is present. Given the extensive amount of work Professor Munson put into this issue, he will undoubtedly be able to provide the committee with additional information, which will guide the committee's next steps.

A member asked about the options available to the committee as a means of recourse. Renee Dempsey volunteered to report back to the committee at their October meeting on options that would be available to them. Members discussed garnering the support of other Senate committees for this resolution such as Civil Service, CAPA, and Social Concerns.

III). Katie Ballering turned members' attention to the committee's charge (<http://www1.umn.edu/usenate/charges/eadch.html>). Members reviewed the charge.

IV). Members spent the remainder of the meeting discussing topics they would like to take up this year. Before doing so, examples of issues previously taken up by the committee were shared. Ideas that were generated for the 2008 – 2009 academic year included:

- Explore other strategies for moving forward the resolution to offset the imputed income tax associated with SSDP benefits. While members agreed it would be important to continue pursuing this issue, they also agreed that pursuing this issue should not preclude the committee from taking up other issues.
- Holding a meeting at a location other than the Minneapolis campus, e.g. St. Paul campus.
- Follow-up on the suggestions EAD made concerning the *Renewing Our Commitment to Liberal Education*, the preliminary report by the Council for Liberal Education. Did the Council for Liberal Education heed the suggestions of EAD? Invite Professor Walt Jacobs to provide this update. Also, circulate the diversity statement for the CLE report that Professor Naomi Scheman drafted, which was forwarded on to the Senate Committee for Educational Policy (SCEP).
- Piggyback on Social Concerns exploration of the discrepancies between the various Human Resources policies. Ms. Dempsey reported that the Social Concerns is looking at the discrepancy between the University's adoptive and birth parent leave policies. She added that previously EAD had looked at the discrepancy between leave policies as it relates to the various employee groups. At the final 2007 EAD meeting, interested members agreed to actively consult with relevant groups over the summer around this issue, and bring back their findings to the committee in the fall of 2007. This issue was not taken up again during the 2007 – 2008 academic year by EAD.
- Invite Vice President and Vice Provost Rusty Barcelo, Office for Equity and Diversity (OED), to the October 20<sup>th</sup> meeting to talk about *Reimagining Equity and Diversity: A Framework for Transforming the University of Minnesota*.

- Look at the University's Equal Opportunity policy (<http://www1.umn.edu/regents/policies/administrative/EqualOpportunity.html>), which currently does not cover gender identify and expression. Ask VP Barcelo to also speak to this concern.

V). Announcements:

Peg Lonquist, director, Women's Center, highlighted upcoming events and opportunities that members may be interested in:

- Discover Exceptional Women – September 22, 2008 – October 3, 2008 (<http://www1.umn.edu/women/dew/index.html>).
- GLTBA Systemwide Summit – September 26, 2008 – September 27, 2008 at University of Minnesota – Duluth (<http://glbta.umn.edu/summit/>).
- Coalition for a Respectful U on September 22, 2008 (<http://events.tc.umn.edu/event.xml?occurrence=412340>).
- Courtney E. Martin author of "Perfect Girls, Starving Daughters" will be speaking on September 22 at 6:30 – 25 Mondale Hall.

VI). Before adjourning, members discussed how best to communicate with each other between meetings as issues arise. Members agreed to use the committee's listserv, [sen-ead@umn.edu](mailto:sen-ead@umn.edu), to facilitate communication between meetings. Hearing no further business, Katie Ballering adjourned the meeting.

Renee Dempsey  
University Senate