

Equity, Access and Diversity Committee (EAD)
March 21, 2016
Minutes of the Meeting

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

[**In these minutes:** Discussion with University Relations Staff about MLK Day; Continued Discussion MLK Service Drive]

PRESENT: Deena Wassenberg (chair), Ann Burkhart, Priscilla Flynn, Solomon Gashaw, Abbe Holmgren, Tami Jauret, Jeremy Jenkins, Naty Lopez, Teddi Potter, Joshua Yuan

REGRETS: Jeremy O'Hara, Keisha Varma

ABSENT: Katrice Albert, Ann Burkhart, Jude Fom, Cynthia Messer, Shailey Prasad, Kamaori Xiong

GUESTS: Kathy Jensen, associate director for digital communications, University Relations; Kathy Rumpza, associate director of creative services, University Relations

OTHER: Tina Marisam (attended for Kimberly Hewitt)

Chair Deena Wassenberg convened the meeting and members introduced themselves.

1. Discussion with University Relations Staff about MLK Day

Kathy Rumpza, associate director of creative services, University Relations discussed opportunities with the Committee to include links on the homepage in regard to MLK, Jr. Day. Ms. Rumpza showed an example of an events calendar that was created for the State Fair and is shown on the homepage. She explained that they are working with OED to include events around diversity and inclusion on the main events calendar. Members had the following comments and questions:

- How are events submitted to MyU?
 - A series or single event can be submitted directly from MyU.
- Events are highlighted in the University Brief.
- It is important to be mindful of all groups that should be represented.
- A centralized location on the homepage that highlights activities across the system would be helpful.
- Ms. Rumpza mentioned that the “Search” function is going to be revamped.

Ms. Rumpza encouraged members to email her any further questions.

2. Continued Discussion MLK Service Drive

Members discussed different ways to improve the current Pledge Drive and other ways to honor MLK, Jr.:

- A more sophisticated way to record volunteer hours.
- What is the intended outcome of the Pledge Drive?
 - Members agreed this could be a conversation to have with OED.
- Some members commented that this does not exactly connect with the legacy of MLK, Jr. They recommended limiting the organizations to those that focus on Social Justice.
- Create a page that highlights research, volunteer, and all events that celebrate MLK, Jr. This should show sustained work, not just a one day celebration and increase visibility.
 - Have a continuous feed from Twitter.
- Members discussed that the Pledge Drive should not be continued just because it was an inherited initiative.

An unofficial vote was taken to discontinue the Pledge Drive with plans to create another way to honor the legacy of MLK, Jr. Chair Wassenberg will send an email to ensure the committee agrees to discontinue the Pledge Drive and continue the discussion around a new initiative.

3. Other Business

- Ann Burkhart – University Accessing Records
 - Professor Burkhart explained that student records are not protected by HIPAA; they are protected by FERPA. FERPA protects the student's academic records, but not their counseling records. HIPAA does not cover any health services that a student receives from the University. FERPA allows for the release of records on a need to know basis. This would apply to services received at Boynton and the Aurora Center. This issue gained broader attention due to an issue at Oregon University. The Department of Education released a Dear Colleague Letter related to student privacy located here:
<http://ptac.ed.gov/sites/default/files/DCL%20Final%20Signed-508.pdf>
 - Chair Wassenberg shared her experience dealing with a report of sexual assault. The name of the student was requested despite there being no actionable item. The student was not requesting services or a hearing. Ms. Marisam explained that Title IX requires them to request the student's name. Details need to be gathered to analyze if there are patterns and they are also required to provide information regarding resources and options to those involved. Those involved in the incident do not have to respond, but she agreed it can seem invasive that the information is requested without a reason being provided. Chair Wassenberg emphasized that the "why" needs to be educated when these details are requested. Members agreed that there should be a limitation on those that know the names of those involved. Ms. Marisam said that she will take these concerns back to

EOAA and added that further training around confidentiality could be added.

- Members concluded that they would speak with Brian Slovt, OGC, regarding this issue.
- The committee will continue to discuss the following topics:
 - Trans Employment Policy
 - Chair Wassenberg informed members that maternity leave for Civil Service employees, while it is on hold currently due to the upcoming union vote, sounds like it will go through.
 - Graduate Students that are funded through a Fellowship are not entitled to any kind of leave, maternity or family medical leave.
 - Members expressed concern regarding the participation rate of the committee. Ms. Courtney, director, University Senate Office, explained that some groups have issues with attendance. She said that she encourages chairs to send letters to the committee when this occurs. She added that electronic voting is also an option when a quorum is not present.

In closing Chair Wassenberg informed members that she is in the process of organizing Muslim students to attend a meeting and discuss their experiences on campus. Hearing no further business, the committee adjourned.

Jeannine Rich
University Senate Office