

Equity, Access, and Diversity Committee (EAD)
January 30, 2017
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: Active Minds Student Group; Discussion of President Trump's Executive Order Affecting Visas and Immigration; Resolution on Privacy of Students' Counseling and Medical Records; Sexual Misconduct Policy]

PRESENT: Jeremy Jenkins (chair), Ann Burkhart, Priscilla Flynn, Solomon Gashaw, Joseph Gerteis, Mina Kian, Minsoo Kim, Naty Lopez, Tina Marisam, Teddie Potter, Deena Wassenberg, Marcella Windmuller-Campione

REGRETS: Tami Jauert, Cynthia Messer, Shailey Prasad, Keisha Varma, Jonathan Watkins

ABSENT: Katrice Albert, Jefrina Jayaraj, Sarah Sexton

GUESTS: Kimberly Hewitt, assistant vice president and chief of staff, Office for Equity and Diversity; Anna Wagner, president, Active Minds, University of Minnesota Twin Cities Chapter

1. Active Minds Student Group

Chair Jeremy Jenkins introduced Anna Wagner, president of the University of Minnesota Twin Cities chapter of Active Minds, whom he had invited to give a student perspective on the counseling privacy issue. He reminded members that at a previous meeting, Glenn Hirsch, director of Student Counseling Services (SCS), had observed that students seemed to be less concerned with confidentiality than in the past. Wagner explained that Active Minds is a national organization that seeks to raise awareness about and reduce stigma around mental health issues. The U of M chapter is about ten years old, has about 30 active members, and over 1,000 on their email list. In order to address Jenkins' questions, Wagner had sent a poll out to the email list. The results of this poll show that students feel confidentiality is very important, and it can be a deciding factor as to whether they seek the services of SCS or Boynton Health Service or not. The poll also showed that students often do not know the difference between SCS and Boynton's Mental Health Clinic, and therefore would not know about the fact that Boynton bills for insurance and SCS does not. She also said that while students may feel more comfortable disclosing openly that they have a mental health concern, it is still important that the content of their counseling sessions remain private.

Jenkins thanked Wagner for this information and asked whether there is anything the committee can help Active Minds with. Wagner said that although Boynton has reduced their wait times down to zero (at least for fall semester 2016), students were mostly unaware of this. There is a perception on campus that the wait times are so long, that many students do not even try to get an appointment at Boynton. Wagner said that helping to get the word out about the reduced wait times would be helpful.

2. Discussion on President Trump's Executive Order Affecting Visas and Immigration

Teddie Potter proposed discussion of President Trump's executive order limiting immigration and travel from several predominantly Muslim countries. She suggested that the committee put out a statement condemning the order and supporting those adversely affected. In the interest of expediency, the committee decided to issue a statement in support of [President Eric Kaler's statement of January 29, 2017](#). The committee wrote and approved a statement by a voice vote. The statement is now on the [EAD website](#), and members suggested that Jenkins send word to the *Minnesota Daily* about the statement. It will also go on the docket of the March 2, 2017 University Senate meeting for information.

Members also agreed that it may be appropriate to craft a more substantive statement, in collaboration with other committees, in the future, and to send that statement out to the University community by email.

3. Resolution on Privacy of Students' Counseling and Medical Records

Jenkins read the final wording of the resolution on Privacy of Students' Counseling and Medical Records, as discussed at previous meetings, drafted by Ann Burkhart. Members approved the resolution by a voice vote. Jenkins said he will present the resolution to other committees, such as the Disabilities Issues Committee, in case they would like to sign on to it. It will then go to the University Senate for a vote in April 2017.

4. Sexual Misconduct Policy

Kim Hewitt, assistant vice president and chief of staff, Office for Equity and Diversity, and Tina Marisam, director, Equal Opportunity and Affirmative Action (EOAA), presented a draft of the new Sexual Misconduct Policy, which aims to combine and replace the Sexual Assault, Stalking and Relationship Violence Policy and the Sexual Harassment Policy, as well as provide additional information not currently covered in either of these policies. Hewitt explained that the Office of Civil Rights had suggested combining these policies, and that this had been in the works for a long time. There have been several drafts and many groups have already been consulted.

Marisam highlighted the following major changes in the policy:

- In section II, the current policy specifies that University employees with advisory or supervisory duties are mandatory reporters. Under the new policy, all University employees will be mandatory reporters. Deena Wassenberg asked if employees are obligated to report sexual misconduct they may be made aware of, that happened outside the University context. Marisam clarified that the policy applies to acts of sexual misconduct committed by or against students, employees, and third parties when the misconduct occurs at the University or on a University program or activity, or when the misconduct has a continuing adverse effect on or may present danger or threat to the University community.
- Definitions of terms such as "incapacitated" and "coercion" have been added or clarified.
- An amnesty provision for drug and alcohol had been added. This provision already existed in practice, but had not previously been in writing.
- Information on the investigative and investigatory processes was added.

Hewitt then announced that she was leaving the University to pursue a position at Johns Hopkins University. Members thanked Hewitt for her excellent work over the years as director of the EOAA office, and as a member of the committee.

Hearing no further business, Jenkins adjourned the meeting.

Amber Bathke
University Senate Office