

Equity, Access, and Diversity Committee (EAD)
April 29, 2019
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 reflect the views of, nor are they binding on, the senate, the administration or the Board of Regents.

[**In these minutes:** Chair's Updates; Planning for Next Year]

PRESENT: Keisha Varma (chair), Oscar Garza, Jonathan Gerteis, Tayler Loiselle, Tina Marisam, Wanda Marsolek, Nan Thurston, Ross VeLure Roholt, Deena Wassenberg, Marcella Windmuller-Campione

REGRETS: Noro Andriamanalina, Azrin Awal, Rafael Contreras-Rangel, Priscilla Flynn, Jeremy Jenkins, Teddie Potter

ABSENT: Diane Cilengi, Caleb Pedersen, Jair Peltier

OTHERS: Julie Reuvers, deputy chief of staff, Office of the President

1. Chair's Updates

Professor Keisha Varma, chair, called the meeting to order and gave the following updates:

- The lactation support policy resolution is on the docket of the University Senate for May 2, 2019. The Resolution on Professional Development on Best Practices for Disability Accommodations and Supporting Students with Disabilities, which EAD had endorsed, was also on the University Senate agenda for May 2, 2019. Tina Marisam reported that the proposed administrative policy *Equity and Access: Gender Identity, Gender Expression, Names, and Pronouns* was also on the docket for a vote. If it is approved, she said, it will go next to the Policy Advisory Committee and then the President's Policy Committee for approval, followed by a 30-day public comment period.
- The Board of Regents voted not to change the names of Coffman Memorial Union, Middlebrook Hall, Coffey Hall, and Nicholson Hall, against the recommendation of President Kaler and the Task Force on Building Names and Institutional History.

Wanda Marsolek commented that the Minnesota Court of Appeals had ruled that Minnesota Department of Natural Resources lacked the authority to approve changing the name of Lake Calhoun to Bde Maka Ska. Jonathan Gerteis said that the Minnesota Historical Society (MNHC)'s decision to add "at Bdote" to the name of Fort Snelling in order to acknowledge its location on Dakota land had resulted in the state senate passing a measure to partially defund MNHS. Marisam noted that the efforts at Yale University to rename Calhoun College had also failed at first, but eventually the name was changed in response to continued protests and pressure from students and activists. Members added that student governance and activist groups had already indicated that they would keep lobbying for the changes; Varma observed that there may be a role for EAD in the continued conversation.

2. Planning for Next Year

As it was the last meeting of the academic year, Varma asked members what topics they would like the committee to look at the following year. Members suggested the following:

- Marisam said that Equal Opportunity and Affirmative Action (EOAA) was hoping to work on a new administrative anti-discrimination policy to implement Board of Regents Policy: [*Equity, Diversity, Equal Opportunity, and Affirmative Action*](#) over the summer, and that it would come to EAD for consultation. She added that Administrative Policy: Managing Nepotism and Personal Relationships is up for comprehensive review, noting that the policy currently discourages consensual relationships between faculty and undergraduate students, but doesn't forbid it (unless there's a power dynamic - student in class, advisor/advisee, etc). The national trend is moving toward prohibiting such relationships outright, she said, and that will be under discussion during the comprehensive review.
- Varma said she would like the committee to work more closely with the Bias Response and Referral Network (BRRN), and promised to reach out to them over the summer. This would be a good topic for the September meeting, she said.
- Julie Reuvers, deputy chief of staff, Office of the President, said that the provost was planning to ask the University Senate to host an educational event around the building names issue and institutional history.
- Reuvers also noted that there will be four new regents shortly.
- Tayler Loiselle said that she enjoyed the presentation on the Student Experience at the Research University (SERU) and survey results, and hearing from Vice Provost and Dean of Undergraduate Education Robert McMaster about graduation rates and achievement gaps. Deena Wassenberg said that it would be interesting to hear from researchers on how to close achievement gaps; she offered to put Varma in touch with researchers on the topic. Marisam added that the National Academy of Sciences has launched a new consortium of universities that are banding together to develop best practices around achievement gaps.
- Varma suggested inviting a member of the Student Senate Consultative Committee for a conversation.
- Oscar Garza suggested an update on the College MADE initiative.
- Garza said they would also like to hear from affinity groups such as Latinx faculty organizations, etc.
- Varma suggested updating the committee's membership to include ex officio representation from each system campus, and said she would like to look at this early in the fall.

Members thanked Varma for her leadership. Varma thanked committee members for their service and adjourned the meeting.

Amber Bathke
University Senate Office