

EQUITY, ACCESS & DIVERSITY

MINUTES OF MEETING

APRIL 21, 2008

[In these minutes: Update on Resolution to Offset the Imputed Income Tax Associated with Same Sex Domestic Partner Benefits, NCAA Certification Self Study & Discussion Continued, PASS IT]

[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: Margaret Moss, chair, Patricia Jones-Whyte, Kimberly Boyd, Kris Lockhart, Peg Lonnquist, Anne Phibbs, Benjamin Munson, Naomi Scheman, Akhouri Sinha, Katie Ballering

REGRETS: Vicente Garces, Susan Cable, Shannon McGoffin, Elizabeth Davis, Lee Penn, Andrei Diuchin, Chimezie Ononenyi

ABSENT: Joel Eisinger, Joanna O'Connell, Asim Khan

I). Professor Moss called the meeting to order and welcomed all those present.

II). Members unanimously approved the March 24, 2008 minutes. Professor Moss thanked Professor Munson for serving as chair pro tem at this meeting.

III). Professor Munson reported that the resolution to offset the imputed income tax associated with same sex domestic partner (SSDP) benefits was approved by the University Senate earlier this month.

IV). Professor Moss introduced the main agenda item, a continuation of the discussion concerning the NCAA Certification Self Study that started last month. Kris Lockhart reminded members that at the last meeting the committee reviewed and discussed the Gender Equity Plan quite thoroughly.

Slightly revised copies of the Gender Equity Plan and the Minority Opportunities Plan were distributed to members. Ms. Lockhart noted that all the documents contained in the entire report have been sent to a copy editor in University Relations who will not make substantive changes to the report, but only wordsmithing/grammatical changes. The entire self-study report is made up of 5 sections, and will be submitted to the NCAA Certification Committee on May 1, 2008.

An additional handout was also distributed to members, an excerpt from the student-athlete well-being section of the report, which includes the reports recommendations.

Ms. Lockhart highlighted the following concerning the Minority Opportunities Plan:

- In terms of minority issues, there is no Title IX equivalent like that that exists for dealing with minority issues.
- Like many institutions, the University has not put as much formal work into dealing with issues of race and ethnicity as it has with gender issues. Shortly after Joel Maturi was hired as athletic director, however, he retained a consulting firm to conduct surveys of student athletes of color and the larger community of color across the Twin Cities. A major recommendation coming out of this survey was that the University should create a senior position dedicated to establishing relationships with minority communities in the Twin Cities area and to work with these student athletes. As a result, the University hired Dr. Leo Lewis in 2005 as its associate athletics director for student athlete development.
- A primary recommendation of the NCAA Certification Committee is that the University needs to institutionalize an awareness of, and its work related to, minority issues.

A member asked whether the Minority Opportunities Plan only applies to African American students or other students of color at the University. Ms. Lockhart stated that this plan includes all student athletes of color. A major focus of the Plan is to determine which student athletes of

color are being overlooked. The University, for example, has very few Latino or Native American/indigenous athletes. Members spent a fair amount of time speculating as to why this might be and how to remedy this problem.

The committee spent the remainder of the meeting discussing informally the issues raised by the Minority Opportunities Plan, e.g. the need to continue to meet or exceed the University's enrollment of racially and ethnically diverse students across racial and ethnic groups and across sports programs, the need to continue to meet or exceed the University's enrollment of racially and ethnically diverse student athletes, the need to continue to ensure a positive climate for student athletes of color and that any issues are identified and addressed.

In closing, Ms. Lockhart stated that in terms of the NCAA Certification Self Study, the process of examining the University's performance, identifying issues and strategizing about how to address these issues was very enlightening.

V). Professor Scheman suggested that the committee may want to look more closely at the PASS IT project - <http://cehd.umn.edu/passit/about.html> as a future agenda item. She noted that the book and project struck her as excellent examples of universal design, e.g. how accommodating the needs of a particular group can serve to make things better for everyone. It is a good way of thinking about diversity.

VI). Professor Moss stated that this would be her last EAD meeting as her term on the committee ends soon. She thanked members for their service on the committee, and, in turn, members thanked Professor Moss for serving as chair. Hearing no further business, Professor Moss adjourned the meeting.

Renee Dempsey

University Senate