

Equity, Access, and Diversity Committee (EAD)
September 25, 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 reflect the views of, nor are they binding on, the senate, the administration or the Board of Regents.

[In these minutes: Preview of and Consultation on Title IX and Equal Opportunity and Affirmative Action Training Module; Trans and Gender Non-Conforming Equity Policy; Introductions and Overview of Governance; Agenda Planning for the Year]

PRESENT: Keisha Varma (chair), Shakeer Abdullah, Priscilla Flynn, Oscar Garza, Joseph Gerteis, Jefrina Jayaraj, Jeremy Jenkins, Tina Marisam, Robert Reese, Nan Thurston, Deena Wassenberg, Marcella Windmuller-Campione

REGRETS: Solomon Gashaw, Mina Kian, Caleb Pedersen, Teddie Potter

ABSENT: Shailey Prasad, Ben Yawakie

GUESTS: Boyd Kumher, chief compliance officer, Office of Institutional Compliance; Stef Wilenchek, director, Gender and Sexuality Center for Queer and Trans Life

OTHER: Julie Christensen, deputy chief of staff, Office of the President; Lyle Peterson, policy coordinator, Office of the President

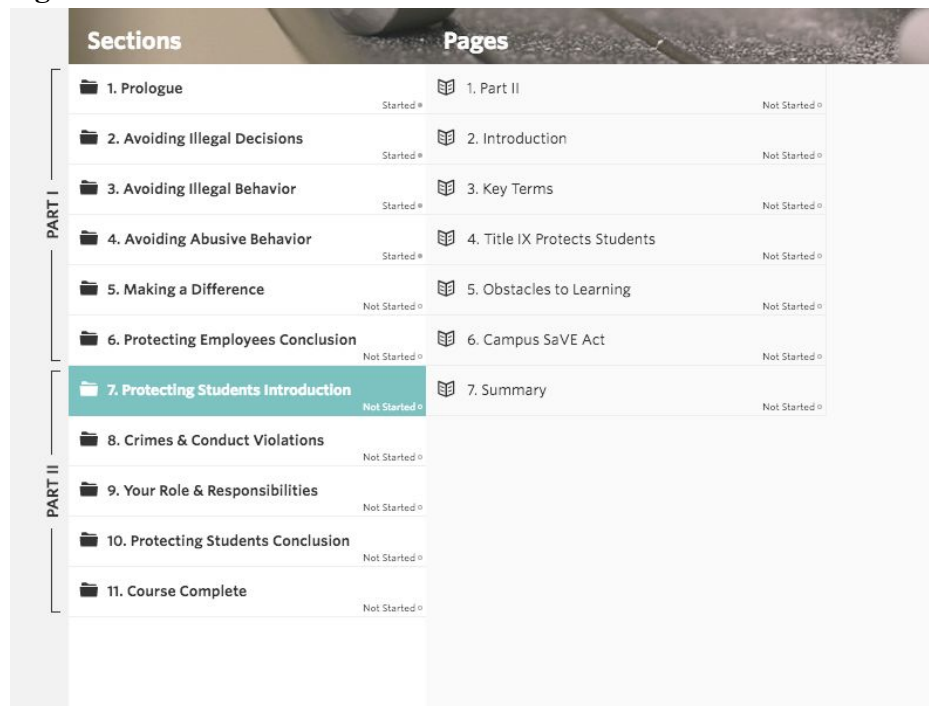
1. Preview of and Consultation on Title IX and Equal Opportunity and Affirmative Action Training Module

Professor Keisha Varma, chair, called the meeting to order and welcomed Tina Marisam, director, Equal Opportunity and Affirmative Action, and Boyd Kumher, chief compliance officer, Office of Institutional Compliance, who were in attendance to give a preview of the training module on Title IX and responding to reports of sexual misconduct that is in development, and to receive the committee's feedback on it. First, Marisam gave some background on the training and the rationale for it. She reminded members that last year, President Eric Kaler announced the [President's Initiative to Prevent Sexual Misconduct](#). Preceding this announcement, the University and Student Senates approved a resolution asking the administration to require all University employees to complete training on responding to and reporting incidents of sexual misconduct. One aspect of the President's Initiative to Prevent Sexual Misconduct, therefore, is to require training of all faculty and staff. Many of the University's peer institutions require such training already, Marisam added. The president charged Senior Vice President for Finance and Operations Brian Burnett, Executive Vice President and Provost Karen Hanson, and Vice President for Equity and Diversity Katrice Albert to oversee the creation of the training module. After reviewing training modules from five vendors, the committee selected [Everfi](#), the company that created the Haven training for students, which has been in use for some time. Marisam emphasized that the training can still be modified,

and that they are gathering feedback from several stakeholders, including several senate committees, as well as system campuses.

Marisam explained that there are two versions of the training, one for supervisors and the other for non-supervisors, and that she would be demoing the supervisor version. She also informed members that the preview would focus on Part II of a two-part training (Figure 1). Part I focuses on sexual harassment in the employment context.

Figure 1



The screenshot displays a training course interface with two columns: 'Sections' and 'Pages'. The course is divided into two parts, PART I and PART II. Section 7, 'Protecting Students Introduction', is highlighted in green. The status for each section and page is indicated by a 'Started' or 'Not Started' icon.

Section	Status	Page	Status
1. Prologue	Started	1. Part II	Not Started
2. Avoiding Illegal Decisions	Started	2. Introduction	Not Started
3. Avoiding Illegal Behavior	Started	3. Key Terms	Not Started
4. Avoiding Abusive Behavior	Started	4. Title IX Protects Students	Not Started
5. Making a Difference	Not Started	5. Obstacles to Learning	Not Started
6. Protecting Employees Conclusion	Not Started	6. Campus SaVE Act	Not Started
7. Protecting Students Introduction	Not Started	7. Summary	Not Started
8. Crimes & Conduct Violations	Not Started		
9. Your Role & Responsibilities	Not Started		
10. Protecting Students Conclusion	Not Started		
11. Course Complete	Not Started		

Marisam then walked the committee through the second half of the training, which described what an employee should do if they learn about an incident of sexual misconduct. Material covered in the training included key terms, protections under Title IX, the effects of sexual misconduct on students, definition of consent, information about relationship violence and stalking, the role of the reporter, confidentiality, etc. The training includes several interactive components such as case studies, scenarios, videos and quizzes in order to maximize learning. Marisam then asked members for their feedback.

Kumher added that ULearn is going away and that they are currently working through RFPs for a replacement, which should come online in January. This training will likely be tracked through that system. He added that the training will be rolled out in cohorts, and that senior leaders, as well as any groups that volunteer to act as “beta groups” and offer feedback on the training, will be the first cohorts. The goal is that everyone will have completed the training 180 days after roll out. The new learning management system will include an “auto-pestering” feature, which will send notices to people who fail to meet that deadline, Kumher said. After a certain number of attempts to reach the individual, the individual’s supervisor will be copied on the message.

Kumher added that the administration recognizes that not all employees have computer access at their jobs or at home, so they will be offering live training sessions for some groups of employees.

Priscilla Flynn asked what metrics will be used to measure success. Kumher said that the ideal goal is to reduce the number of incidents of sexual misconduct on campus, but that there will probably be a spike in reporting of incidents as the culture shifts towards awareness and victims begin to feel safe enough to report incidents. Kumher stated that this culture shift makes it possible to have an increase in the number of incidents reported while the actual number of incidents occurring is decreasing. He added that the purpose of the online training is to set a baseline, which can be built upon at subsequent, area-specific, conversations and trainings. Marisam said that culture shift will take place in conversations amongst peers, and suggested department meetings as a good venue for further conversations. She added that they are working with public health experts to determine which metrics to use to measure success.

Varma asked how they plan to motivate faculty to take the training. Kumher and Marisam said that the University will communicate that all employees will be expected to complete the training module, and that employees' completion of the modules will be centrally tracked and communicated to appropriate supervisors, department and unit heads, etc. Kumher said that at his previous institution, he had great success with that method.

With no further comments, Varma thanked Marisam and Kumher, and Kumher left.

2. Trans and Gender Non-Conforming Equity Policy

Next, Varma welcomed Stef Wilenchek, director, Gender and Sexuality Center for Queer and Trans Life, who had come to consult with the committee on a proposed policy on trans and gender non-conforming equity. Wilenchek thanked the committee for their time and presented a [PowerPoint](#), which included an overview of the proposed policy, background on why it is needed, and its intended outcomes. Members were supportive of the policy, but had the following comments and questions:

- Joseph Gerteis asked whether it is allowed, under FERPA, to ask students their preferred pronouns in a classroom setting in front of other students. Marisam said that that is permissible under FERPA.
- Deena Wassenberg wondered whether this policy would ultimately result in data about sex assigned at birth being unavailable, such as for use in research. Wilenchek said that they did not think so.
- Varma mentioned an instance that occurred when a trans student's preferred name was used in an announcement released to a local newspaper, and the student was not out at home. Wilenchek said that information about where preferred names will be used could be in the FAQs of the policy.

Marisam expressed excitement that this policy is being developed, and said that the University would be at the forefront on this issue if the policy were adopted. She said it was a needed step, especially given that protections for trans individuals under Title IX have been reduced.

Wilenchek said that a lot of what is in the policy is already the practice, but having it in a policy strengthens these protections, creates a more welcoming environment, and helps shift the culture.

Wilenchek also said that some of the policy is aspirational, as some systems cannot yet accommodate the ideal best practices.

With that, Varma thanked Wilenchek and they departed.

3. Introductions and Overview of Governance

Next, Varma formally introduced herself and asked members to do the same. Then Amber Bathke, senate associate, University Senate Office, conducted a brief overview of University Senate governance, including structures and procedures.

4. Agenda Planning for the Year

Finally, Varma invited members to bring forth ideas for committee consideration over the year. Members proposed the following:

- Setting goals and being proactive instead of reactive. The committee agreed to put goal setting on the agenda for the October meeting.
- Designated prayer space. Shakeer Abdullah shared a [list of prayer spaces on campus](#) compiled by the Minnesota Student Association, but emphasized that it is not an exhaustive list.
- Foot washing stations. Marisam reported that several foot washing locations are being planned.
- Parental leave equity and the issue of paying for leaves for people whose salaries are covered by grants; follow-up on the idea of a central fringe pool for unplanned leaves. Bathke reported that the Senate Research Committee had written a letter to the administration on this subject, and that the administration had declined the suggestion of creating such a fringe pool. She also reported that the P&A Senate had passed a resolution on parental leave equity, and that they would be seeking support from various committees before bringing it to the University Senate. Marisam suggested inviting a representative from the Student Parent Help Center to attend a subsequent meeting to talk more about support for student parents.
- Sharps containers in bathrooms
- Renaming of buildings in light of the [“A Campus Divided”](#) exhibit. Abdullah reported that the president and provost have created the [President’s and Provost’s Committee on University History](#) to investigate and propose action around these issues; he agreed to provide the committee with a more thorough update at its October 23 meeting.

Jeremy Jenkins, former chair, also reported that after the committee’s discussion with Benjie Kaplan, executive director, Minnesota Hillel, about kosher food availability on campus, and in response to a [resolution passed by the Student Senate, kosher and halal dining options had been added on campus.](#)

With no further discussion, Varma adjourned the meeting.

Amber Bathke
University Senate Office