

**Equity, Access, and Diversity Committee (EAD)**  
**April 23, 2018**  
**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:** Discussion of Priorities for Next Year; Resolution on Training on Disability Issues; Lactation Advocacy Committee]

**PRESENT:** Keisha Varma (chair), Raphael Contreras-Rangel, Priscilla Flynn, Jeremy Jenkins, Oscar Garza, Solomon Gashaw, Robert Reese, Nan Thurston, Ben Yawakie

**REGRETS:** Joseph Gerteis, Mina Kian, Teddie Potter, Shailey Prasad, Deena Wassenberg, Marcella Windmuller-Campione,

**ABSENT:** Jefrina Jayaraj, Tina Marisam, Caleb Pedersen, Diane Cilengi

**GUESTS:** Ryan Machtmes, member, Disabilities Issues Committee; Peggy Martin, chair, Disabilities Issues Committee; Sara Benning, Sarah Keene, and Mikaela Robertson, members, Lactation Advocacy Committee

**1. Discussion of Priorities for Next Year**

Professor Keisha Varma, chair, called the meeting to order. As this was the last meeting of the academic year, she asked members to brainstorm possible topics for next year. Members had the following suggestions:

- St Paul Facilities Strategic Plan: Jeremy Jenkins pointed out that although this is in the early stages, it is easier on the front end rather than the back end to look at issues such as student cultural centers, disability access, foot washing, lactation, child care, etc.
- Bias reporting on other campuses: Members expressed interesting in getting a better sense of what's available and where improvement is needed
- Child care: The Provost's Child Care Advisory Committee will take the lead on this issue, but the committee should keep apprised it.
- Follow up on issues from last several years:
  - African American male enrollment at the University
  - Sexual harassment training, etc
  - Recruiting and retaining faculty of color
- Mentoring program for faculty (and staff) of color: Robert Reese wondered whether the effort could be expanded to be system-wide, especially for smaller campuses. Varma said that Sean Garrick, associate vice provost, Office for Equity and Diversity wants people to propose ideas to support faculty of color, and suggesting inviting him to a committee meeting in the fall

- Model programs/best practices for recruitment and retention of people of color, indigenous people, members of the LGBTQ community, etc., especially on system campuses
- Visit from International Student and Scholar Services: Invite someone to speak to the committee perhaps in February 2019, when it will be two years under the Trumpian immigration climate

## **2. Resolution on Training on Disability Issues**

Next, Varma welcomed Peggy Martin, chair, and Ryan Machtmes, member, Disabilities Issues Committee, who were present to gather EAD feedback on a draft resolution asking for required training on disability issues. The training would include information for instructors on universal design of courses and course materials, best practices, disability law, etc., and would be designed to increase awareness and ownership of accommodation needs that are achievable within the departments. Members offered the following feedback:

- Jenkins suggested adding a request for additional resources for the Disability Resource Centers (DRCs) to the resolution; if such a training were implemented, he said, it would not reduce the workload of the DRCs, but rather increase it.
- Jenkins wondered whether the training that was recently rolled out on preventing sexual misconduct would make people more open to this type of training, or less. Martin said she had no idea, but felt like the door is at least open because the precedent for faculty training has been set. She pointed out that people with disabilities are at higher risk for sexual assault, so the two are connected. Either way, there needs to be more awareness, she said, even if it is not a formal training.
- Rafael Contreras-Rangel said that from student perspective, it would be nice to know that all instructors have the same baseline training, so that students can expect accommodations to be similar across their classes
- Varma observed that some students do not necessarily know that the DRCs exist, or how to ask for accommodations. Martin said that this training would help faculty and staff be more proactive to assist that group. Priscilla Flynn noted that faculty do not know all that goes into registering with the DRC either; medical exams, diagnoses, testing, assessments, etc., are time consuming and expensive, especially at system campuses.
- Flynn said that list of disabilities covered would be useful, but Machtmes pointed out that the law is not diagnosis based, but rather based on impact. Flynn said it would be good to include that information in the training.
- Faculty reported hearing no complaints about the training on preventing sexual misconduct training, and expressed hope that people do not mind it and would be open to another such training.

Machtmes and Martin thanked the committee for their feedback, and promised to return in the fall with a final resolution.

## **3. Lactation Advocacy Committee**

Finally, Varma introduced Sara Benning, Sarah Keene, and Mikaela Robertson, members of the [Lactation Advocacy Committee](#). They were present to request the committee's support in advocating for increased resources around lactation. Using a [PowerPoint](#), Benning gave an

overview of the Lactation Advocacy Committee (LAC), which is an unfunded, voluntary committee made up of university members on the Twin Cities campus. The committee meets monthly and works to support parents and advocate for lactation resources. Next, Benning referenced the [resolution on lactation resources](#) that was passed in 2013 by the University Senate, as well as the administrative response to that resolution (also available at the above link). The 2013 resolution recommended that the “administration analyze existing lactation resources and form a comprehensive lactation support implementation plan, including appointment of a committee” to oversee lactation resources. The administrative response promised to:

- work proactively to ensure that the University of Minnesota is fully compliant with applicable state and federal requirements and is within the range of accommodations for lactation provided by other institutions in the Big Ten Conference and Committee on Institutional Cooperation (CIC);
- draw attention to available resources published on University websites, including, but not limited to: a map of lactation spaces in University buildings, tips and best practices on using lactation resources, and suggestions for speaking with one’s supervisor regarding lactation needs;
- provide training to human resources staff and supervisors around lactation needs;
- increase lactation resources as applicable; and
- invite the Lactation Advocacy Committee to submit a summary of updates each year.

While there has been some improvement in access to lactation spaces around campus, said Benning, the LAC feels there is still a lot of work to be done. However, they feel that the University has played a limited role in fulfilling the responsibilities outlined in the 2013 administrative response. Therefore, the LAC proposes the creation of a [new resolution](#) with more direct action items, including:

- the creation of an administrative policy supporting lactation;
- increasing the number of designated, quality lactation spaces on campus; and
- assigning responsibility for developing and maintaining a comprehensive lactation support program to a paid staff person.

Keene outlined the following specific needs:

- Adequate break time: The LAC did a self-study to determine whether the University meets the [Minnesota Department of Health’s Breastfeeding-Friendly Workplace criteria](#). This task was undertaken by the volunteer-led LAC, not by formal University mechanisms. This study found that University members, especially students, do not always have adequate break time to pump, and that many instructors are not prepared to accommodate this.
- Access to space: The LAC maintains a [Google Map](#) showing the available lactation space on the Twin Cities campus. While some spaces have been added since the 2013 resolution, many people still report having to travel too far to access the space; that spaces are locked and not accessible during evenings and weekends; and that people are being directed to the bathroom as a place to pump. With regards to lactation space, the University of Minnesota is eighth out of the fourteen Big 10 schools, although it boasts the second-highest female enrollment and faculty count. In terms of lactation resources, said Keene, Michigan State is blowing the University out of the water.

- A point person: Currently, no University employee is responsible for tracking lactation space availability, complaints or inquiries, advocating for a family-friendly campus, nor providing a centralized point of information regarding lactation benefits, policies and availability. The LAC is currently providing these services to Twin Cities students, staff, faculty, and visitors: the LAC hosts and maintains a website, responds to inquiries, put out a University-wide survey, planned and hosted student focus groups, wrote [two reports](#), troubleshoots space issues, tracks spaces, and provides HR with [content for their website](#) to ensure that lactating parents have access to what they need.

Robertson asked for the committee's support in creating a new resolution and putting it through the senate process and opened the floor to questions and comments.

Members asked about the law around lactation support. Robertson explained that under the Affordable Care Act (ACA), the Fair Labor Standards Act (FLSA) requires employers to provide "reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express the milk." Employers are also required to provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk." For students, Title IX stipulates that universities must provide students with reasonable adjustments when necessary because of pregnancy—a protection much less clear than the protection for employees.

Members then inquired about support on the system campuses. Benning, Robertson, and Keene plan to investigate this over the summer, they said.

Flynn reflected that one point person may be insufficient, as these issues cross several units. She suggested coming up with a job description and spreading out the duties amongst several people.

Contreras-Rangel said that the St Paul Student Center is being renovated, and putting a lactation space there would be within a five-minute walk for everyone on the St Paul campus. Jenkins wondered whether there is a protocol for new buildings and renovations that requires including a lactation space.

Varma said that she would work with Keene, Benning, and Robertson over the summer to draft a resolution to bring to the committee in the fall. Benning, Keene, and Robertson thanked members for their feedback and support.

Hearing no further business, Varma thanked members for their service and adjourned the meeting.

Amber Bathke  
University Senate Office

