

**Minutes of the Senate Anti-Discriminatory Policies Committee for 17 September 2008  
4065 Forbes Towers**

In Attendance: Mark Lynn Anderson, Patricia Beeson, Deborah Brake, Jane Feuer, Lynn Fitzgerald (Chair), Susan Hansen, Dorothy Hawthorne-Burdine, Randi Koeske, Carol Mohamed, Paolo Palmieri, Cindy Popovich, and Vijai Singh.

Absent Elected Members: Anthony Bauer.

Excused Elected Members: Emilia Lombardi.

Lynn Fitzgerald called the meeting to order at 9:05 AM.

After a small correction to the time of adjournment indicated in the minutes for 21 May 2008, Dorothy Hawthorne-Burdine moved to approve the corrected minutes. Patricia Beeson seconded the motion, and the minutes were so approved.

Jane Feuer began by reviewing the committee's role in the recent formation of the Allies Network (AN) in collaboration with the Rainbow Alliance and the Dean of Student Affairs. She then reported that a fall training session for faculty and other university employees interested in participating in AN has yet to be scheduled by the Office of Cross Cultural Leadership and Development, despite the director's promise to have a date settled and announced by the end of July [see minutes of ADPC meeting on 21 May 2008]. No one present had had any communication from Linda Williams-Moore's office about a fall training session. Feuer reiterated the need for extensive faculty involvement in the Allies Network in order for the project to fulfill its mission, noting that early scheduling of training sessions is crucial for promoting the Allies Network to faculty and staff. Training sessions held with little or no promotion dissuade participation, since faculty and staff have great difficulty adjusting their busy schedule to accommodate unanticipated events and meetings. Mark Lynn Anderson queried whether the announced training session for AN trainers took place in June, and whether any efforts were made to have AN represented at the new faculty orientations. Linda Williams-Moore had represented both initiatives at the May meeting of the ADPC as already well underway. No one present had any knowledge of either.

Patricia Beeson suggested that the committee might draft a formal letter of inquiry about the scheduling of the training sessions, expressing the committee's concerns, or, alternatively, that a more informal discussion with individuals in supervisory roles might be more efficient. The committee resolved on the latter course, with Beeson volunteering to informally follow-up with Dean Humphries on the status of AN scheduling, the training or trainers, and RN training announcements at new faculty events.

Dorothy Hawthorne-Burdine raised the concern that the promotion of the Allies Network and the scheduling of training sessions were not under the committee's purview. Jane Feuer reminded the committee that Vice Provost and Dean Of Students Kathy Humphrey has asked our committee to continue in its advisory role with respect to the Allies Network.

Randi Koeske reported that there was an Allies Network training session held on the Greensburg Campus in August, attend largely by student life staff and some faculty (she also mentioned the design of a new AN logo more appropriate to the Greensburg campus).

Susan Hansen said she would look into more visibility for Allies Network on the Senate website.

Patricia Beeson announced the recent inclusion of “gender identity and expression” in the university’s official policy on nondiscrimination. The revision has been effective since 29 August 2008.

Chair Fitzgerald then began the deliberations on scheduling the committee’s meeting times for the rest of the term. Taking into account the preferences of the one excused member, the remainder of the committee finally decided that the committee would meet the first Friday of each month from 9:30 AM to 11:00 AM. ADPC meetings will take place on October 3, November 7, and December 5.

Jane Feuer briefly reviewed some of the issues visited by the committee last year: revising the committee’s mission statement; the possibility of a Tobias-Shore award; the history of the ADPC committee; the economic status of women and the aging; ADPC alliances with other groups; evacuation plans for the disabled; and gender identity and expression.

Chair Fitzgerald then called on committee members to introduce agenda items for the coming year, whether new or continuing. Suggestions included: presentations on the status of ethnic and racial minorities in faculty positions; monitoring of military recruiters on campus, students with special abilities and the university’s use language to describe differently-abled students and employees; re-crafting the ADPC mission statement; religious freedoms on campus, particularly with respect to the rising number of Muslim students; family leaves and salary disparities between employees on the main campus and those working on satellite campuses; recruitment and retention of minority faculty; and a consideration of new legal definitions of discrimination

Chair Fitzgerald summarized the committee’s previous inquiries into the university’s plans for special accommodation and evacuation procedures, noting the committee’s overall satisfaction with those plans and procedures. However, there remains the larger problem of making sure employees who need special accommodations identify themselves to the Office of Environmental Health and Safety and/or Disability Services. The committee decided to pursue a consideration of the needs of these employees in future committee meetings. Also, both Dorothy Hawthorne-Burdine and Paolo Palmieri expressed an interest in considering how professional and graduate programs might better serve and accommodate students with special needs.

The meeting concluded with a decision to devote the next couple of meetings to the issues of 1) outreach to employees with special needs in emergency evacuations, and 2) the status of ethnic and racial minority faculty and administrators with respect to recruitment, pay, advancement, and retention.

The meeting was adjourned at 10:20 AM.

Submitted by Mark Lynn Anderson, 22 September 2008.