

MINUTES

Faculty Senate Task Force on Diversity and Inclusion

Monday November 14 , 2016, 3:30pm

Art and Architecture Building 215D (next to Art Office)

Members Present: Beauvais Lyons, Samantha Murphy, Joanne Hall, Jennifer Fowler, Mary McAlpin

Members Absent: Brian Ambroziak, Michelle Kwon, Lou Gross, Monica Black,

Attachments:

Minutes from September 23, 2016

Pride Center Flag Display Charette

Senate Bylaws Proposal

1. **Approval of the Minutes from September 23, 2016**, approved by consensus

2. **Safe Zone Training**

There was discussion of the UT Diversity Matters Safe Zone Training. Mary, Joanne and Samantha attended the second and most recent session held last Friday. While the session had educational and political significance, the participants did not receive any handouts or supplementary materials, not will get any certification. There was concern that comprehensive, intersectional Safe Zone Training needs to be done by trained professionals, even if it is delivered by students. The Task Force decided to emphasize renewing university sponsored Safe Zone Training next semester through support of the incoming chancellor. This should be weighed within other priorities that concern safety and social and climate changes in the context of recent events on campus.

3. **UT Pride Center Updates**

Joanne reported that the Pride Center is active with students. It does not have any additional space at Melrose Hall as we had requested. Joanne said that the students really like it when the faculty come to the Center, and bring food, and stay a while. Concern was expressed that some Pride Ambassadors have quit. The Pride Center Working Group met with the Pride Ambassadors. Danny Glassmann is certainly an asset, but has limited time to devote to the Center. The Pride Center Working Group is looking at various models for pride centers with peer, aspirant and Top 25 public universities as points of comparison. The goal is to have an evidence-based recommendation for funding the UT Pride Center when the new chancellor arrives, hopefully in January.

4. **Diversity and Free Speech Forum Review**

Beauvais reported that Bonnie Ownley said that Office of General Counsel wants the faculty to write a summary statement on academic freedom and free speech reflecting principles in our campus documents for faculty and students. Samantha asked for clarification on who was the audience for the statement. Jenny suggested we frame the question as "free speech and civility." Joanne recommended the word "inclusion" would serve to best frame the issues. Beauvais will email Matthew Scoggins about his expectation, and will have a conversation with John Zomchick about contacting PEN America and FIRE about a future joint campus forum related to free speech issues. Depending on the time framework, the forum could inform the writing of a statement. Beauvais said he would post an initial draft in Google.docs for input by

various constituencies.

- 5. Pride Center Flag Display Charette.** On November 1st we received approval from the Chancellor through an email from Provost Zomchick to commence a collaborative design process to create a system for the display of Pride Center Flags. He wrote: "We're grateful to you and Brian for taking initiative and volunteering your time and expertise to guide the charrette. We encourage you to go ahead with the design efforts. As you plan the charrette, you'll want to consult the "Campus Landscape Vision and Site Standards," (<http://masterplan.utk.edu/landscape/>). Once you have a design that you are satisfied with, it must go before the Campus Planning Committee, which is chaired by Dave Irvin. The Campus Planning Committee reviews all projects on campus and makes recommendations to the Chancellor and the cabinet. The long-standing practice for funding non-capital projects on campus is to commit funding once a design has been approved. We want to adhere to that practice in this instance. Once a design has been approved, we will work with you on funding."

Working with architecture student Kae White, who is involved in the Pride Center, we hope to generate interest by the Pride Ambassadors. Beauvais and Brian hope to have a meeting to discuss the project in the near future.

1. Review of Senate Bylaws Proposal

The committee developed the following text to be shared with the full committee electronically and then to be presented to the Faculty Senate for first-reading and ratification:

Diversity and Inclusion Committee

Membership shall consist of eight faculty members. The committee chairperson is appointed by the Faculty Senate President. Three members will be committee liaisons appointed by the chairs of the Faculty Affairs Committee, the Teaching and Learning Council and the UT System Relations Committee. The other four members will be appointed by the Faculty Senate President and will reflect diverse campus constituencies.

The charge of the committee is to actively support diversity and inclusion at UTK.

2. Other Matters

Greg Kaplan reports that the Muslim Student Association and the Hillel Student Center held an election watching party last week. Beauvais said that he hopes Greg can persuade a couple student members of the groups to co-author a commentary for the Daily Beacon on their join activities.

1. Adjournment at 4:40pm