

MINUTES

Senate Diversity Task Force

Monday June 13, 2016, 3PM

Humanities Center Conference Room Upstairs from the Pride Center, Melrose Hall

Members and Liaisons Present: Beauvais Lyons, Bonnie Ownley, Bruce MacLennan, Brian Ambroziak, Monica Black, Joanne Hall, Lou Gross, Donna Braquet, Jonathan Clayton, Michael Porter, Chesnea Skeen

Members and Liaisons Not-Present: Karla McKanders, Jennifer Fowler, Kristen Godfree, Tamara Griffin, Donald Black, Thomas Tran

Prior to the start of the meeting there was a moment of silence in observance of the attack at the Pulse in Orlando, Florida. Beauvais read an excerpt from an article by Roxane Gay titled "Who Gets to be Angry" in the Sunday *New York Times*:

http://www.nytimes.com/2016/06/12/opinion/sunday/who-gets-to-be-angry.html?_r=1

1. Approval of the Minutes from June 6, 2016, Moved by Joanne and seconded by Monica, Approved as presented.
2. Recent Updates and Issues Related to the Pride Center

Beauvais received an email from Matthew Scoggins with the Office of General Counsel that they will not be present for the forum, and that they are still interpreting HB2248. Beauvais indicated that some of the key issues have to do with legislative intent as to how "state funds," and "support" are defined, as well as protecting academic freedom for faculty and freedom of expression for students. He indicated that he spoke with Joan Heminway about some of these issues the prior day, and that Sex Week was especially at risk due to the bill's use of the terms "funding and support." He also talked about the issue of university autonomy from political influence. See the videos of legislative sessions posted at:

SB1912: http://tnga.granicus.com/MediaPlayer.php?view_id=278&clip_id=12201

Minute Markers: 1:51-2:12

HB2248: http://tnga.granicus.com/MediaPlayer.php?view_id=278&clip_id=12210

Minutes Markers: 0:52 – 1:11

Lou advocated that the Faculty Senate should challenge the bill with a number of initiatives, including defending faculty academic freedom to advocated for the acceptance of students who wish to use gender neutral pronouns in their syllabi, and to promote participation in Sex Week as it relates to their courses.

There was discussion of the criteria that will be used for the Engineering Diversity Scholarships.

In the context of HB2248, Donna encouraged the Task Force to emphasize the future of the Pride Center, beyond the 2016-2017 academic year, and encouraged the newly formed Steering Committee to work closely with the Pride Ambassadors. Beauvais agreed, but stated that the current arrangement without a Director is unworkable for the purposes of signing work study time sheets, approving internships, etc. and that this is part of the role that the Steering Committee can play.

There was discussion of the budget /reporting lines for the Commission for Blacks, the Commission for Women and the Commission for LGBTQ People in relation to the Office Diversity and Inclusion. Michael said that the Vice-Chancellor for Student Life may be an important resource for the Pride Center. There was agreement that any solution should involve the Pride Ambassadors.

At present, the Pride Center does not have a budget. There was discussion of two separate funds, the Pride Center Fund: <http://diversity.utk.edu/about/support/> and the YouCaring Campaign initiated by the Pride Ambassadors: <https://www.youcaring.com/pride-center-ambassadors-573257>. Beauvais has met heard from Floyd Akins and UT Foundation wrote on June 12th: "The decision on who is the university administrator that has the spending authority over PRIDE Center funds is on the list of questions that the Chancellor and Cabinet are working thru as we work to fully understands the implications of the recent legislative action. However, we are very confident that these funds can be used to support the PRIDE Center. What has not been determined is who is the spending authority; or university administrator over the account. I hope that this information is helpful for you and the Diversity Task Force."

Lou expressed concern that endowment funds should be used only to support programming and not personnel, asserting that a commitment to diversity should involve state funds. He encouraged the Pride Ambassadors to develop a statement regarding the appropriate use of such funds.

In addition, concern was expressed to make sure the \$4,000 operating budget for the Pride Center should be re-established. Analogies were made to the funding of the I-House and the Black Cultural Center as reflective of an institutional commitment.

Things to do include (1) conducting a gap analysis on peer universities that are making a commitment into Pride Centers, and (2) making sure support for the Pride Center and diversity more generally is emphasized with the next provost search.

Beauvais reported that Angie Batey is making progress with the Steering Committee, and has about seven members in place. She will make a report at the forum on Friday.

The Board of Trustees Meeting to be held June 22-23 was discussed. The Academic Affairs and Student Success Committee will present a diversity progress report. Bruce, who is on the Committee said that he has not gotten any information yet about their

agenda, but that it will be posted by the end of the week on the BOT website. There was general discussion about the diversity plan that has already been approved by the BOT, and the importance of asking the board members about their commitment to this in the context of recent legislative actions. It was also suggested that any voting board member could ask for a presentation from the Student Pride Ambassadors about the Pride Center.

BOT Members: <http://trustees.tennessee.edu/board-members/> Key contacts may include: Ms. Vicky B. Gregg, Chair of the Academic Affairs and Student Success Committee; faculty trustee from UTHS Dr. William E. Evans (wevans3@tennessee.edu); Dr. Jefferson S. Rogers, non-voting faculty trustee from UT Martin (jrogers3@tennessee.edu); former BOT vice-chair Mr. James L. Murphy (jmurphy@boultcummings.com); and Katie High, VP for Academic Affairs and Student Success (khigh@tennessee.edu). Beauvais said that he will make a couple inquiries. If others have BOT contacts, please talk to them about these issues.

3. Pride Center Forum

The format and structure of the forum was discussed as well as other information to be included on the program, including web links and accompanying text. There was discussion of how to present HB2244, as the Office of General Counsel has declined to do so. It was suggested that the text of the legislation could be projected with no comment. Beauvais thought providing some context for the law would be appropriate, and that he would do the best he can as a non-lawyer. Chesnea asked if the names of the sign interpreters should be included, and Beauvais will check with them. Lou suggested that titles of speakers should be added to the program. It was suggested that the pre-forum program could include images from Pride Center web sites at THEC peer universities. Donna says she has some information on these programs, and Beauvais will compile a set of screen shots. The working draft of the revised program is included at the conclusion of these minutes.

Logistics:

1. Posters were distributed.
2. People are encouraged to arrive by 12:30pm.
3. Beauvais will design and print the program.
4. Monica and Michael said they can hand out the programs.
5. Set-up: head table with chairs, mics, floor mics, projection. Beauvais will contact Media Center.
6. Media needs: Beauvais will compile all files on his computer. People are asked to get all files to him (blyons@utk.edu) by 5pm on Thursday June 16th. Jonathan will compile image files in order for Donna and the Pride Ambassador's Presentations in the Google Drive and send Beauvais a link.

4. Adjournment: the meeting concluded at 4:40pm.

NEXT MEETINGS:

Friday June 17, 1pm: Pride Forum, Hodges Library Auditorium

Monday June 20, 3pm: Diversity Task Force forum planning, Humanities Conference above
Pride Center

Faculty Senate Diversity Task Force
PRIDE CENTER FORUM
Friday June 17, 2016, 1:00-3:00PM
Hodges Library Auditorium

Professor Bonnie Ownley: Introduction to the Faculty Senate Diversity Task Force

Professor Beauvais Lyons: Presentation of HB2248

Professor Donna Braquet: History and Mission of the Pride Center

Pride Ambassador Chesnea Skeen: Being a Pride Ambassador

Recent Pride Center GA Kristen Godfrey: SafeZone Training

Rashad Small: The Importance of my Internship at the Pride Center

Anita Blatnik, APN for Dr. Rebecca Morgan: UT Student Health Center Support for the Pride Center

Associate Dean Angie Batey: Update on the Formation of a Pride Center Steering Committee

Open Discussion facilitated by Professor Bonnie Ownley

Sign-Language Interpreters: Tammy Cate and Kimberly Hinchey



THE UTK PRIDE CENTER: pridecenter.utk.edu/ FACEBOOK and TWITTER: [utkpride center](https://www.facebook.com/utkpridecenter)

PRIDE CENTER FUND: diversity.utk.edu/about/support/

The Pride Center Fund provides support to the Pride Center. The Center provides community, resources, and a safe and welcoming environment for UT's diverse lesbian, gay, bisexual, transgender, asexual, aromantic, gender-diverse, intersex, queer and questioning communities, their advocates, as well as anyone who seeks to learn about sexual orientation or gender identity and expression. Supporting this fund will advance the long-term sustainability of the Center.

PRIDE AMBASSADORS FUND: www.youcaring.com/pride-center-ambassadors-573257

The Pride Ambassadors Fund was initiated in response to the defunding of the Pride Center in late May, and serves as a way of empowering the Pride Ambassadors separate from university budgetary review and to give students immediate access to necessary funding.

FACULTY SENATE DIVERSITY INITIATIVES: senate.utk.edu/diversity-at-tennessee/

This webpage provides a number of resources regarding diversity issues at the University of Tennessee, as well as resolutions by the UTK Faculty Senate.

UTK FACULTY SENATE DIVERSITY TASK FORCE

Task Force Charge

The charge of the Diversity Task Force was formed in the spring of 2016 to proactively support diversity and inclusion at UTK, and to plan responses to legislative or other developments related to diversity and inclusion, and to decide over the following academic year whether there should be a standing committee, that is, a Senate Diversity and Inclusion Council.

The immediate concern of the Task Force is to focus on supporting the Pride Center and its programs for the 2016-2017 academic year, while working to make it sustainable for the future.

Task Force Members:

Bonnie Ownley, Faculty Senate President-Elect bowney@utk.edu (co-chair)
Beauvais Lyons, Incoming Faculty Senate President-Elect, blyons@utk.edu (co-chair)
Brian Amboziak, at-large Senator, bambrozi@utk.edu
Monica Black, at-large Senator, mblack9@utk.edu
Michelle Kwon, at-large Senator, mkwon2@utk.edu
Lou Gross, Budget and Planning Committee, lgross@utk.edu
Jenny Fowler, Faculty Affairs, jcfowler@tennessee.edu
TBD, Teaching and Learning Council
Joanne Hall, AAUP President, jhall7@utk.edu

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TENNESSEE HOUSE BILL 2248:

This will require the University of Tennessee, Knoxville to use \$436,000 (representing four positions associated with the Office of Diversity and Inclusion) and assign these funds to a minority scholarship program in the College of Engineering. Below is a summary of the bill's amendments as approved.

SUMMARY OF AMENDMENT (016077): Deletes all language of the original bill. Prohibits state funds from being expended to promote the use of gender neutral pronouns; to promote or inhibit the celebration of religious holidays; or to fund or support sex week. Requires all funds in the budget of the Office of Diversity and Inclusion (ODI) at the University of Tennessee-Knoxville (UTK), for fiscal year 2016-2017, to be reallocated and used by the university solely for additional scholarships to be awarded through the minority engineering scholarship program. Any funds from the budget of the ODI that are not used for minority engineering scholarships in fiscal year 2016-2017 shall remain in the scholarship program for use in future fiscal years for additional scholarships until expended.